labour gazette

Vol. LXVIII, No. 6, June 1968

International Year For Human Rights 1968

CONTENTS

314	50 Years Ago
315	News Briefs
318	Emerging Sectors of Collective Bargaining
326	Swedish Labour Laws and Practices
331	Pension Plan Coverage, 1965
332	The St. Lawrence Ports Dispute
333	Hours of Work in the Trucking Industry Wage Schedules
334	Labour and Safety UIC Insurance Registrations
335	Gross National Product During 1967
336	The Potential Impact of Canada-U.S. Free Trade
337	Price Indexes
338	Women's Bureau
339	Vocational Rehabilitation
340	Labour-Management Consultation
341	Older Workers
342	Certification before the CLRB
343	Conciliation before the Minister of Labour
345	Legislation
350	Unemployment Insurance Report — January
351	Decisions of the Umpire
353	Library List No. 231
357	Statistics Section; Current Labour Statistics

Official Journal
Canada
Department of Labour

Hon. Jean-Luc Pepin
Minister

George V. Haythorne
Deputy Minister

Editorial Staff

Editor in Chief
W. S. DRINKWATER

Editor
JACK E. NUGENT

Assistant Editor
FRANK L. DUBERVILL

Editor, French Edition
GEORGES D'ASTOUS

Circulation Manager
J. E. ABBEY

Cover Photograph

The fishing boat anchorage at the seaport city of Goteborg, Sweden. See "Swedish Labour Laws and Practices" on p. 326.

Swedish Tourist Traffic Association photo

Published in English and French

Indexed in the Canadian Periodical Index

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Attach previous address label.

50 Years Ago

From the Labour Gazette
June 1918

The registration of all persons over 16 years of age was ordered by the Canada Registration Board in June 1918. The hiring methods of the Lake Carriers' Association were described by the United States Bureau of Labor Statistics.

The registration of all male and female persons over 16 years of age was begun by the Canada Registration Board (L. G., March, p. 134) on June 22, 1918, the date set by proclamation. "On that date," this journal said in its June issue, "all men and women, whether of British birth or foreign nationality, who are 16 years of age or over, must appear before the nearest deputy registrar and answer certain questions.

"A person failing to comply with the order is liable to fine; imprisonment; is disentitled, if an employer, to the services of any employee, though liable for the wages earned by such employee; is disentitled, if an employee, to any wages that would otherwise be due to him; is deprived of the franchise; is deprived of the right to travel and of the right to demand board and lodging. Of particular importance to employers is another penalty which provides that anyone who continues to employ an unregistered person, or who pays him any salary while he remains unregistered, thereby renders himself liable to a penalty similar to that which the unregistered employee himself shall be liable to."

Persons who were unable, through illness or for some other good reason, to register on the day proclaimed could do so later at any post office. The questions asked both men and women were designed to find out what kind of work each was best fitted for, in case the Government wanted to take steps to ensure that enough labour was available for the production of food, munitions and other war supplies, shipbuilding "and other occupations essential to winning the war," as this journal said.

The Canada Food Board (L. G., March, p. 134) in April 1918 issued an order that forbade anyone to hold, have in his possession, or have under his control, more than enough flour or sugar to supply his needs for 15 days, except that persons living more than two miles from a dealer licensed by the Food Board might have supplies for longer periods, according to the distance from such a dealer.

Regulations also prescribed the quantities that dealers and manufacturers might have on hand. "A general system of licences for dealers in food was put in force to cover the various classes of food, extending the license system previously adopted."

This journal published a summary of the methods used by the Lake Carriers' Association in hiring its seamen, as described in a bulletin issued by the United State Bureau of Labor Statistics. The summary read in part:

"For some years the so-called 'welfare plan' has been the cause of serious dissensions between the vessel owners and their employees. The men charge that the plan was devised to 'break strikes, to blacklist union men, and to crush unionism among the seamen.' The 'welfare plan' provides, among other things, for the maintenance of assembly rooms at various ports, to the privileges of which sailors are entitled on payment of an annual fee, which constitutes membership in the 'plan'. Preference in employment is always given to welfare men. Each member is given a registration or record discharge book in which is kept a record of his services in the Association's ships.

"When applying for work, each sailor must present this book to the local assembly room or shipping office officials and to the captain of the boat on which he ships. The book is kept by the captain until he signs the sailors' discharge record for the trip. If the entry is favourable the book is returned direct to the man; but if not, the book is handed by the captain to the secretary of the Association with an explanatory statement. The Association then considers the cancellation of the sailor's membership in the 'welfare plan'.

"The sailors allege, according to the report, that the assembly rooms 'are virtually employment offices for the shipment of, preferably, non-union men; that the registration and discharge book system constitutes an effective blacklist, and that the scheme thus becomes a wholesale strike-breaking system.' In considering these allegations, the report says: 'There seems to be no doubt that the welfare plan, whether or not it was so intended, is admirably suited to limit the seamen's freedom of action and to preclude effective organization among them.' "

Because a strike had been arranged to take place on the Great Lakes on October 1, 1917, the United States Shipping Board intervened. As a result of conferences that were held, the Lake Carriers' Association assured the Board that it would accept any decision the Board might make, and that although it would not "of its own motion abolish the welfare plan, it would abolish the discharge book or modify the welfare plan in any manner the Shipping Board may direct after fair investigation." Meanwhile, the strike was postponed until the Board had a fair chance to make this investigation.

In a report of the Railroad Wage Commission of the United States, addressed to the Director General of Railroads, which was published verbatim in the June issue of this journal, there was a section on Average Railroad Wages in which the popular idea that railroad employees were at that time among the most highly paid workers was disputed. (It was on this report that General Order No. 27, which came to be known as the McAdoo Award, was based.)

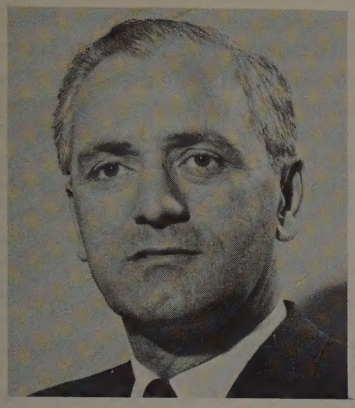
This section of the report read in part:

"It has been a somewhat popular impression that railroad employees were among the most highly paid workers. But figures gathered from the railroads disposed of this belief. Fifty-one per cent of all employees during December 1917 received $75 per month or less; and 80 per cent received $100 per month or less. Even among the locomotive engineers, commonly spoken of as highly paid, a preponderating number receives less than $170 per month, and this compensation they have attained by the most compact and complete organization, handled with a full appreciation of all strategic values. Between the grades receiving from $150 to $250 per month, there is included less than 3 per cent of all the employees (excluding officials) and these aggregate less than 60,000 men out of a grand total of 2,000,000.

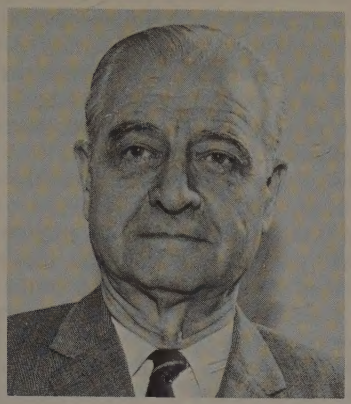
"The greatest number of employees on all the roads fall into the class receiving

Continued on page 344

Labour Standards: appointments and retirements



B. H. Hardie



H. S. Johnstone

Banning H. Hardie was appointed Director, Labour Standards Branch, Canada Department of Labour, on April 1, in succession to Harris S. Johnstone who retired on the same date.

Mr. Hardie, who has been Assistant Director of the Branch since 1965, joined the Department of Labour in 1948. He has successively held the positions of industrial relations officer, secretary and reviewing officer of the Canada Labour Relations Board, and chief of the Fair Wages and Prevailing Rates Division of the Industrial Relations Branch, as it was then called.

Previously, Mr. Hardie, after receiving his Bachelor of Commerce degree from Dalhousie University, worked as a reporter with the Amherst Daily News and the Halifax Chronicle. During World War II, he served as a flying instructor with the RCAF.

Harris S. Johnstone, Director of the Labour Standards Branch of the Department of Labour, retired on April 1 after 26 years of service in the Department.

Mr. Johnstone joined the Department in 1942 as a labour relations officer, after having been previously employed in the Saskatchewan Public Service as commissioner of labour and public welfare, provincial fair wage officer, and chairman of the Minimum Wage Board.

After being appointed to the Canada Department of Labour in 1942, he remained in Saskatchewan on loan to the provincial Government as chief executive officer of the Saskatchewan Regional War Labour Board until 1943. At that time he opened the Winnipeg office of the Industrial Relations Branch of the federal Department.

Mr. Johnstone was transferred to Ottawa in 1948 as chief of the Fair Wages and Prevailing Rates Division of the Industrial Relations Branch. He was appointed Assistant Director of the Branch in 1960, and Director of the Labour Standards Branch in 1965.

Mr. Johnstone served as alderman on the Moose Jaw City Council from 1932 to 1934, and as Mayor and chairman of the Police Commission from 1935 to 1937. That year, he became honorary secretary and treasurer of the Continuing Committee of the Dominion Conference of Mayors and Municipalities, and in 1943 he was president of the Canadian Association of Administrators of Labour Legislation.

Increases for lithographers average $1,300

About 3,500 lithographers in Ontario and Quebec, members of the Lithographers and Photoengravers International Union, have signed a new contract that provides an average increase of $1,300 over a two-year agreement.

The workers will receive an average increase of 12 per cent retroactive to January 1, 1968 and an additional 6 per cent on January 1, 1969.

The two-year contract, which was ratified by union members on March 16, extends from last January 1 to December 31, 1969. The agreement covers more than 70 printing companies in Windsor, Hamilton, Toronto, Ottawa, Montreal and London.

B.C. ferry service disrupted for two weeks

British Columbia Government ferry service workers staged a two-week strike in February that tied up traffic and food shipments between the mainland and Vancouver Island. The provincial Government owns and operates a fleet of 20 ferries for commercial and public traffic to the Island.

Tension and concern over the strike mounted when several legislature Cabinet Members threatened government intervention in the strike, or reprisals against the striking ferry workers. In spite of this, the strike continued.

The strike was sparked by the dismissal of 160 persons from permanent employment, and it developed into a struggle for collective bargaining rights, which are not legal for civil servants under B.C. law.

About 800 deck, catering and shore workers, members of the B.C. Government Employees Association, marine division, and 250 officers and engineers, members of the Canadian Merchant Service Guild, Inc., called the strike to protest the transfer of the 160 persons to temporary employment status. The transfer movement offered these employees the choice between accepting severance pay for six weeks, followed by termination of employment, or remaining on the payroll without reduction of salary, but on temporary status.

During the strike, the provincial legislature introduced a bill giving the Cabinet power to end strikes within 24 hours to protect the public interest and welfare. The bill eliminates conciliation boards, sets up a permanent mediation commission whose findings would be binding, and ends government-supervised strike votes.

A memorandum of agreement, which ended the strike between the Government and the ferry workers, included a clause banning any further ferry tieups. The settlement provided for the return of all laid-off employees to their status prior to the dispute, until the end of the summer season. The employees and the Government were to appoint three representatives each to form a committee whose decision on grievances, working conditions and seniority matters would be binding. The committee would make salary recommendations, but these would not be binding. In addition, the agreement included provision for the appointment of a neutral referee if the committee deadlocked.

Eskimo fraternization suit dismissed by Supreme Court

A panel of five judges from the Supreme Court of Canada on March 8 unanimously dismissed a suit for $25,000 damages introduced by Terence John Whitfield, an electrician previously employed by the Canadian Marconi Company at Great Whale River in Northern Quebec. Mr. Whitfield was fired in 1961 for violating a clause that forbade white employees of the company from fraternizing with the native populace in surrounding Indian and Eskimo villages.

The damage action was launched originally in 1962, and subsequently dismissed by the Quebec Superior Court and by the Quebec Court of Queen's Bench.

It was Mr. Whitfield's contention that the company policy, designed primarily to protect the native population against exploitation by the whites, should not have applied to Ann Witaltuk, a well-educated, multilingual airline hostess who was then an interpreter with the Department of Indian Affairs and Northern Development at Whale River.

The company had maintained that Mr. Whitfield, a civilian, was subject to the same non-fraternization rule imposed on RCAF personnel housed at the radar base, and that any exceptions could have had a demoralizing effect on the service personnel.

The Department of Indian Affairs had urged the company in 1961 to modify the "non-fraternization" regulation, stating that it was a carry-over from regulations enforced during the construction of Distant Early Warning line sites, and no longer applicable. Mr. Whitfield's defence contended that his dismissal from the Company was contrary to the Canadian Bill of Rights and to Article 13 of the Quebec Civil Code. Part I of the Bill of Rights declares that the "freedom of assembly and association," is one of the fundamental freedoms.

"I do not see that it matters whether the purpose of this clause was to protect the native population or to preserve morale at the radar station, or to realize some other objective or combination of objectives," Judge J. Owen said. "Furthermore I am of the opinion that the clause in question should not be said to infringe Whitfield's 'freedom of assembly or association,' within the meaning of . . . the Canadian Bill of Rights."

Article 13 of the Quebec Civil Code states: "No one can by private agreement validly contravene the laws of public order and good morals."

Judge Owen continued, "In my opinion the private agreement between Whitfield and the Canadian Marconi Company, providing that, as a general rule, Whitfield would not go to the neighbouring Indian or Eskimo villages and would not associate with the native population, does not contravene any laws of public order or good morals."

The judges were unanimous in their conclusion that the clause was not contrary to either the Canadian Bill of Rights or Article 13 of the Quebec Civil Code.

In spite of the judges' decision, the Whitfield case has not dropped from public view. It is one of the items of business to be discussed when Parliament reconvenes in the fall.

Mining manpower needs outlined in new report

The Canadian Institute of Mining and Metallurgy has released a report on manpower requirements of the Canadian mineral industry. The report was prepared in co-operation with the provincial ministers of mines.

The Institute conducted a survey of requirements in the industry with a view to analyzing the extent and nature of suspected manpower shortages. Each province undertook to identify establishments that were likely to be concerned about skilled and unskilled manpower in the industry, and to distribute questionnaires to these establishments. Results showed that there was a total of approximately 116,000 employees in the industry during 1966.

The principal findings of the survey indicate that:

- there is a current requirement for additional manpower in the mineral industry equivalent to 7.2 per cent of the total employment reported by participants;
- the mining sector accounts for 86 per cent of the total current requirement, the oil and gas sector for 10 per cent, and the balance is attributable to institutions;
- approximately two thirds of current requirements in the mining sector are attributable to smelting and copper, copper-nickel and iron mines; for later years, there is a relatively rapid growth in the requirements of uranium and miscellaneous non-metal mines;
- in each sector, requirements for professionals are relatively greater than for non-professionals; geologists accounted for 25 per cent of all current requirements for professionals;
- Manitoba, Ontario and Quebec together account for approximately three quarters of all current requirements in the mining sector; and
- in both the mining and the oil and gas sectors, the requirements of small establishments are relatively greater than those for large ones.

Parliament

An Act to amend the National Housing Act, passed by Parliament on March 8 as Bill C-202 (L. G., May, p. 261), received the Royal Assent on March 27 (*Hansard* p. 8143).

Parliament adjourned on March 27 until Tuesday, April 23 (p. 8143).

Announcement of the dissolution of Parliament and of the holding of a general election on June 25 was made by Prime Minister P. E. Trudeau on April 23 (*Hansard* p. 8145).

Latest legislation reports are now available

The first of the 1968 series of Current Reports on legislation affecting labour introduced in Parliament and the Provincial Legislatures is now available.

Prepared by the Legislation Branch of the Canada Department of Labour, the Reports cover the provisions of each labour bill and other bills of general labour interest, introduced at the 1968 sessions of Parliament. They also follow the progress of each bill until it either receives Royal Assent or is dropped.

At the close of each session, the major developments of the year are reported in the "Labour Law" section of the LABOUR GAZETTE.

The first Report contains reviews of proposed new provincial legislation, such as the British Columbia Mediation Commission Act and the Quebec Public Protector Act. The B. C. bill proposes to eliminate conciliation boards and to set up instead a permanent, full-time mediation commission for the settlement of industrial disputes. It would also enable the Lieutenant-Governor in Council to refer a dispute to the mediation commission for binding arbitration when he considers that it would not be in the public interest and welfare for a strike or lockout to occur.

The Quebec bill provides for the appointment of a public protector or ombudsman to safeguard the public from administrative abuses.

Other bills reviewed include revisions of existing legislation, such as the British Columbia Workmen's Compensation Act, the Saskatchewan Teachers' Salary Agreements Act, amendments to the federal Industrial Relations and Disputes Investigation Act, and the Nova Scotia Trade Union Act.

Single copies of these mimeographed Reports are available from the Legislation Branch.

Correction for May news brief

The news brief in our May issue (p. 259) headed, "CUPE will bargain for CBC employees," stated that the Canadian Union of Public Employees had been certified by the Canada Labour Relations Board as bargaining agent for 1,726 employees of the Canadian Broadcasting Corporation, and that applications by the National Association of Broadcast Employees and Technicians (CLC) and the Confederation of National Trade Unions had been rejected by the Board. This statement was incorrect in so far as it referred to the CNTU.

NABET did apply for certification, but the CNTU affiliate, *le Syndicat Général du Cinéma et de la Télévision* (*Section Radio-Canada*) (*CSN*), merely intervened to object to the appropriateness of the bargaining unit applied for by the CUPE.

At the time the Board considered the CUPE's application, there was no certified bargaining agent for the unit in question, which consisted of production employees of the CBC. These employees were formerly members of the International Alliance of Theatrical Stage Employees and Moving Picture Operators (IATSE), which was their certified bargaining agent from 1953 until January of this year, when the certification was revoked by the Board.

The second part of the last paragraph of this news brief, which read, "In the autumn of 1967, CUPE, NABET and IATSE, with the CNTU in the background, tried to gain a majority of the employees concerned, but their applications were rejected by the CLRB on technical grounds," was entirely incorrect.

First bank-clerk union signs initial agreement

The first accredited union of bank employees in North America has signed the first collective agreement in Canada between a bank and its clerical workers. The 30-month contract provides salary increases ranging from $1,150 to $2,575. They will rise in three stages, retroactive to January 1, 1968.

The new agreement also sets up grievance machinery, eliminates evening work and improves holidays and fringe benefits.

The contract was signed after six months of bargaining between the Montreal City and District Savings Bank and the Montreal City and District Bank Union, which represents 1,080 bank tellers, clerks and junior accountants working for the bank.

The bank union was certified by the Canada Labour Relations Board last October 13, after it signed up nearly all eligible employees in a quiet organizational drive. The bank's 110 accountants and assistant accountants have formed a separate local that will begin bargaining in February.

The union's President, Charles Bilodeau, believes that the agreement will form a precedent to encourage other bank employees to organize and join in collective bargaining. At present, only one bank in Canada and five in the United States are unionized.

The Montreal City and District Savings Bank, however, is not one of Canada's eight chartered banks, and it operates only in the greater Montreal area. It is not expected, therefore, that the chartered banks operating in province-wide or nation-wide jurisdiction will follow suit in the near future by negotiating collective agreements with employees from widely separated locations or differing work environments.

Quebec plans to take over manpower policy

The Quebec Government plans to assume responsibility for the Canada Manpower Centres operating within the province, Labour Minister Maurice Bellemare told the Quebec Legislative Assembly in March. The takeover program will be spread over a period of five years.

At present, the provincial and federal manpower jurisdictions are shared by the two Governments. The Quebec Department of Labour has created a Manpower Branch to administer the provincial manpower policy. It supervises the 59 manpower centres already established within the province. In addition, it is establishing a number of measures to fit workers into the available jobs, and to upgrade their qualifications.

During the five-year period, the provincial Department plans to set up nine regional divisions, 26 subregional centres, which correspond to the administrative subregions created by the Quebec Government, and 59 local offices.

Mr. Bellemare explained that the new manpower program will offer workers guidance, vocational training, employment and reclassification in their jobs. An interdepartmental committee has been formed to plan and co-ordinate efforts in the field of adult vocational training. In addition, plans call for a temporary advisory committee to assist the Branch in the further development of the manpower policy.

Manpower policy comes under provincial jurisdiction, the Minister explained. Gradual takeover of responsibility from the federal Government will begin with the opening of 10 new offices during the next year. He added: "We are not declaring any war; we are maintaining our right and duty to assist Quebeckers by means of a total manpower policy. . . ."

Social costs in Sweden showing increase

Social costs are rising in Sweden, and Swedish employers who have been required "to foot the bill" for certain social costs, in addition to direct wages and salaries, have had their obligations increased.

Employer contributions to Sweden's Superannuation Pension Scheme, supplementary pensions, the National Health Scheme, industrial injury insurance, sick pay and dependants allowances now have risen from 18.7 per cent to 19.1 per cent of the wages of hourly workers, and from 27.2 to 27.8 per cent of the wages of salaried employees.

In addition, Swedish legislation provides for a four-week holiday with pay, and this is expected to amount to 9 per cent of the total annual wages. Salaried employees receiving more than four weeks holiday with pay will now cost the employer about 9.4 per cent of the total annual salaries.

Hamilton steelworkers set up strike fund

A new international strike fund will double union dues for a five-month period for 23,000 Hamilton area members of the United Steelworkers.

From April to August, the dues payments will jump to $10 from $5 a month, with the extra $5 going into the fund.

In September, each member will pay the equivalent of two hours' pay each month as regular dues. The union estimates that this is an average increase of $1.78 a month.

Weekly salaries raised on New York newspapers

Reporters and photographers working on the New York Post, the city's only evening daily, will have their top-minimum weekly salary raised from $193.10 to $234.30 by March 31, 1969.

A new three-year contract that came into effect on March 12, between the U.S. Newspaper Guild and the Post, will also raise the weekly salaries of office boys and messengers from $62.50 to $78.10.

The contract, retroactive to March 31, 1967, called for five-week vacations for employees having 25 years of service, pension improvements, larger car allowances and improved job security.

Emerging Sectors of Collective Bargaining

The peculiar difficulties and restrictions that complicate collective bargaining for professionals, and for employees in the public service and in "essential" services, formed the subject of this year's McGill Industrial Relations Conference.

THE 18th Annual Conference of the McGill University Industrial Relations Centre, which was held on April 2 and 3, discussed collective bargaining for professionals, collective bargaining for public service employees, and collective bargaining in the hospitals, the latter being with reference to the Province of Quebec.

Two of the principal speakers were: Robert Sauvé, Associate Director of the Industrial Relations Centre, who gave an address on "The Dilemma of the Employee in the Emerging Sectors;" and Prof. Everett Kassalow, Department of Economics, University of Wisconsin, who spoke on "The White-collar Outlook."

Arvid Anderson, Director, Office of Collective Bargaining, City of New York, was the dinner speaker. His subject was "A New Approach to Labour Relations in the Public Service."

Panel discussions occupied three half-day sessions. The subject dealt with by the first panel was "The Professional and Collective Bargaining." The four members of the panel were: Yvan Brunet, President, Federation of Engineers, CNTU; Dr. Gérard Hamel, President, Federation of General Practitioners; Dr. Thomas McLeod, Vice-Principal, University of Saskatchewan, Regina Campus, and formerly Deputy Provincial Treasurer of Saskatchewan; and Fred A. Todds, Assistant Vice-President, Staff Engineering and Manufacturing Services, Northern Electric Co.

In the second panel, three speakers discussed "Labour-Management Relations in the Public Service Sector." They were: Francis Eady, Assistant to the National President, Canadian Union of Public Employees (CLC); Roger Martin, Director of Labour Relations, Government of Canada; and Michael Vaillancourt, Technical Adviser, Confederation of National Trade Unions. A fourth member of the panel, Roch Bolduc, Commissioner, Quebec Civil Service Commission, was unable to attend.

On the third panel, which discussed "Collective Bargaining in the Hospitals," were: for the hospitals — André Chagnon, Director, Labour Relations Association of Hospitals of the Province of Quebec; for the unions — P. E. Dalpé, President, National Federation of Services, CNTU; and Margaret K. Stead, Executive Secretary, United Nurses of Montreal.

A notable feature of the conference compared with those of previous years was the prominence given to the French language. The program of the conference said, "All discussions will be bilingual, but papers will be presented in English." Questions from the floor, however, were asked in either English or French, and were usually answered only in the language in which they had been put. An unusually large number of delegates were French-speaking.

Robert Sauvé, appointed a second associate director of the Industrial Relations Centre during the past year, who spoke fluently in both French and English, summarized in French a number of the addresses that were given in English.

ROBERT SAUVÉ

It is pure hypocrisy to say that unions in the public service in Quebec have the right to strike, said Robert Sauvé, Associate Director of the Industrial Relations Centre of McGill University, in an address on, "The Dilemma of the Employee in the Emerging Sectors." In theory, the unions have that right, but he instanced two disputes in which the Legislature had deprived them of it. "Why give the unions a right with one hand and take it away with the other?" he asked.

"When the state cannot win at the bargaining table, it turns to its powers of legislation. If the union is stubborn, it inevitably ends with a bill," he commented.

Prof. Sauvé, a former secretary-general of the Confederation of National Trade Unions, suggested certain principles in public service bargaining that would "open the way to real negotiations and . . . get back to what collective bargaining means." First, the legal framework should be as simple as possible and should leave as much freedom as possible to the parties involved. It should not be imposed from outside. As is the practice in the United States, the right to strike should become effective on the expiry of the agreement. Negotiations should start at least 90 days before the expiration. In the case of a first agreement, the union should be free to strike 120 days after notice of negotiations had been given.

Forty-five days before the expiry of an agreement, or after the opening of negotiations for a first contract, the parties would have to choose between a strike and binding arbitration. An arbitrator would be given a special set of criteria, such as comparison with wages in five leading industries in the bargaining sector, and the cost-of-living index should be used as an automatic basis for wage increases. A list of arbitrators would be made up by both labour and management. In case of disagreement, a panel of independent persons chosen beforehand would make a final choice.

"In order to have real negotiations and not the token kind carried on only to pass over the delays, the right to strike would be maintained for the duration of the agreement. This is needed in order to settle any type of grievance . . . Permanent negotiations could be installed. On monetary matters, the application of the settlement would come into effect when the parties designate, or automatically at the expiry date. On non-monetary matters, the settlement would be effective immediately on settlement.

"In order that the arbitration process be taken seriously, it

should be public. This, I believe, would avoid a lot of exaggerated demands or counter-proposals." These proposals might not be a solution, the speaker said, but they constituted "a new approach. We must get the parties to find solutions, because otherwise, governments will not resist the temptation to revert to reactionary laws."

Most of the arbitrators appointed under Quebec legislation regulating disputes in the public service were judges, Prof. Sauvé pointed out, and he was opposed to this. He thought that judges should be used when court cases necessarily arose out of a conflict of laws in collective bargaining, "but for most cases, judges should be kept out of them and stay in what they have been trained for. Their training is in general too conservative to deal with this dynamic world of industrial relations, which is in constant evolution."

Compulsory arbitration in conflict-of-interest disputes was not used in the private sector, and "Why should it be otherwise in the public sector?" Nor should the Legislative Assembly hand over its responsibilities to a third party, which was what arbitration involved.

Speaking of professionals, Prof. Sauvé said that unionism had had more impact in Quebec than anywhere else in Canada. Among the reasons for this were that many professionals had become or would become salaried. Examples were doctors, dentists and optometrists. "Because they were acting alone and were not grouped in unions, they were lagging behind skilled labour or technicians. The fact that they were part of management had the effect of downgrading them salary-wise."

The professional associations had not provided help to their members in negotiations or battles of interest, their purpose being to enforce discipline and to maintain a code of professional ethics.

So far, the professionals in Quebec who had become unionists were mainly engineers and doctors, and they had "not yet achieved the level of certification because of legal problems. If they were certified, they would lose at least 50 per cent of their members, since a good number of them do not correspond to the qualification of a salaried person, as understood in the Labour Code. Engineers have won their union campaign in the public sector, but it is more difficult in the private sector. In the public sector they do not suffer as much from the onus or mystique of professionalism as their colleagues in the private sector, and they have less chance of being identified with management.

"It is interesting to note that professionals have adapted unions to their needs and not vice-versa. Structures of the labour movement here were young enough to allow such an adaptation . . . They bring a new aspect to unionism because they want to take part in the management of their respective industry. Their unions are more oriented to the promotion of their profession than simply to monetary demands, which they incidently are not leaving aside . . ."

Speaking of white-collar workers in general, Prof. Sauvé said that all over the world, except in Sweden and Britain, it seemed that white-collar workers did not belong to unions. He suggested six reasons to account for this fact:

1. The white-collar worker did not want to have a union imposed on him. He wanted to make his own decisions. "The Rand Formula, for instance, seems monstrous to him."

2. The white-collar worker questions the quality of union leadership. He believes that the present leadership is for blue-collar workers only.

3. He thinks that his being better educated than the blue-collar workers qualifies him to manage his own affairs.

4. Psychologically, he is more one with the firm than the blue-collar worker, and physically and psychologically he is closer to the employer and has more sympathy with him than with the production worker.

5. The white-collar worker has his own ideas about his job, and this makes him critical in dealing with a union organizer.

6. Unions have made the mistake of thinking that the organizing methods that work with the blue-collar workers will also work with the white-collar worker. When the white-collar worker is once won over, however, he becomes a "very militant member."

The blue-collar workers practically imposed unionism on all employees in the public sector, the speaker said. At the federal level, the operational group had long been enthusiastic about unions. In the Quebec public service, the success of the organizational campaign was due to the strong support of the blue-collar workers, who "were dragging the white-collar workers."

In the federal service, Bill C-170, which gave civil servants a system of collective bargaining, accelerated the organization of civil servants. The speaker remarked that the question raised by Bill C-186 had been partially settled by Bill C-170, which gave the Public Service Staff Relations Board the authority to certify regional groups when once a national bargaining unit had been asked for or certified. "As far as I know, this was done without too much criticism," he commented.

Although he considered the collective bargaining position of Quebec civil servants unsatisfactory, he said that "Quebec legislation gave, and still gives more advantages to employees in the public sector than anywhere else in North America," including Saskatchewan, which gave its employees the right to strike in 1944. In Saskatchewan, the legislation "came out as a gift from a political platform," and because the employees "did not fight for it, they are presently not far from a company-type union."

The big increase in unionization of hospital employees in Quebec came after the 1961 hospitalization program. "Before that, the nuns had convinced the employees that charity was their best salary. It is interesting to note that the quality of the personnel has improved a lot since the decrease of the religious influence. The semi-professional group (the nurses) were more reluctant to join unions . . . Today even doctors are interested in being grouped as a union, and not only as members of a professional corporation."

EVERETT M. KASSALOW

"Although signs of unionism and militance among white-collar employees in recent years are significant, they are no sure proof that all or even most white-collar workers are headed for unions and aggressive industrial action. Moreover, there is no scientific reason to believe that recent labour force trends, favouring white-collar employment, will continue indefinitely."

This view was taken by Prof. Everett M. Kassalow, Department of Economics, University of Wisconsin and Associate Professor of Law, McGill Faculty of Law, who spoke to the conference on "The White-Collar Outlook." He recalled that, shortly after World War I, a noted German authority on white-collar workers, had said that the day of the special role or isolation from unionism of the white-collar employee was clearly over.

"Forty years later in Germany, there are today, in proportion to the labour force, far fewer white-collar employees unionized than was the case in 1927; and there appears to be no break-neck move by most white-collar workers toward the main labour federations of the country, or into any labour unions at all," Prof. Kassalow remarked.

He warned against trusting projections of present trends as indications of the future. For instance, he said, if some analyst had been forecasting labour force trends in North America in 1910, or thereabouts, he would probably have shown that, in

the course of this century, most Americans would be employed in manufacturing, basing his forecast on the rapid growth in manufacturing taking place at that time. As it turned out, manufacturing later actually began to decline as a source of employment.

One could not assume that an overwhelming proportion of the labour force would be white-collar workers in the years to come, or that 25 to 30 per cent of all employees would be professionals in a couple of decades.

White-collar workers as a percentage of all employed workers had grown from 34.9 per cent in 1947 to 45 per cent in 1966. But, it should be noted, the speaker said, that the growth in white-collar employment had not been due to a shift from blue-collar to white-collar employment within industries, but mainly to "the shift of consumers to the 'products' of new industries and services, the rise of public employment, education and the like, as well as a general growth of the non-profit sector."

The shift from goods-producing to service industries in the United States since the end of World War II, had been dramatic and this had involved marked declines in mining, manufacturing and agriculture, and large increases in employment in government and service sections.

"Over 90 per cent of the extraordinary increase in professional employment was, again, due to the growth of certain industries and services, and less than 10 per cent was due to shifts within industries."

New trends were difficult to forecast, but some of the services, including medical, and recreational services, seemed likely contenders. As the United States moved to deal with problems of urban blight and poverty, construction and social work might receive a great new impetus. There was, however, nothing automatic in the growth of occupations and professions.

Although the growth in white-collar employment had carried with it an elevation in the educational level of the labour force, it was difficult to separate cause and effect. It was difficult to say whether the level of education was rising to meet the demands of a growing number of white-collar jobs, or the employer had raised his job requirements to meet the rise in the average level of education in the labour force. Probably it was something of both.

Referring to the effect of technological change, Prof. Kassalow said that automation might transform white-collar work even more than manual and factory work. It might therefore have been expected that these changes would have led to a significant growth in unionism among routine office employees, but this had not taken place to any important extent in Canada or the U.S.

One possible explanation for this, he said, was that the low-level routine office jobs that were most likely to be affected by automation were commonly held by rather young women who were not strongly attached to their jobs, and many of whom did not remain in these jobs long enough to feel the serious effects of automation.

The general expansion in office employment had also helped to offset the effects of displacement caused by automation.

"Actually, technological or economic change, if not precisely automation, has had more of an impact upon certain important white-collar professions, as engineers, nurses and teachers, than on routine white-collar groups. The sheer increase in numbers of employed engineers, for instance, aside from changes in job content and status, have produced serious union stirrings . . . Unionism has ebbed and flowed among engineers . . . in the past 10 or 15 years; but it has had more 'bite' than among the mass of routine office workers.

"Similarly among teachers and nurses, and even in some instances doctors, there have been surges of militance . . . or strike action. Actually, these waves in Canada and the U.S. have been part of what appears to be an increase of professional unrest in many other parts of the Western World . . . I believe that in the case of professional workers generally we can expect this militancy to grow, and with it a strengthening of their tendency to use collective means, including unions, to attain their goals."

Among the reasons given by Prof. Kassalow for this unrest among professionals were: a sense of revolt against what seemed to be a deterioration in their pay and, partly owing to heavy taxation, in their financial position generally during the 20th century; and a rise in the organizational power and political position of manual workers through their labour unions.

Professionals, feeling fairly secure in today's labour market, where the demand for their services was strong, were more disposed to take to group action than "some other white-collar groups whose jobs are more uniquely related to single firms or companies."

There were "unique opportunities to structure new-style relations" in collective bargaining in the public service, the speaker suggested. He thought that, because bargaining there was starting late, it should be possible to profit by the experience of the past in the private sector. The absence of "the profit nexus," the fact that public employees often felt that they were "part owners of the very government service that employs them and that they had a right to criticize its management," added to "general scaling up of education in the past 20 years, led to a growing desire for participation in broad decision-making at the work place." This was already manifest among such professional employees as teachers and social workers.

Prof. Kassalow suggested that, if public management were to turn its thoughts to widening, rather than limiting the scope of union-management relationships, "all sorts of new possibilities may be opened up. If public managers consciously set out to develop consultation and try to share policy-making with their employees, a new form of industrial relations may emerge — a form or system based on a broad co-operative bond as opposed to the usual conflictive one."

So far, however, "public management attitudes seem directed more to narrowing and confining the scope of bargaining, rather than to broadening it."

"Despite an occasional thrust here and there, white-collar unionization has proceeded much less impressively in the private sector than in public service." Prof. Kassalow thought that this lag in private sector white-collar organization was cause for considerable concern — and not only for the unions.

Both Canada and the United States had generally accepted the principle that trade unions were a positive force in modern industrial life. "This acceptance of unionism runs not only to the area of wages and working conditions; rather . . . unions have come to play a large role in the whole decision-making apparatus of modern life. Hardly any top-level commission on any important social or economic problem is formed today, without including one or several union members.

"Under these circumstances, then, it seems to me that the failure of unionism to extend itself to the private white-collar sector more effectively must be a matter of serious concern . . ." the speaker said.

"Both in Canada and the United States, the need to do something 'extra' to encourage unionism has been recognized so far as public employees are concerned . . . As a consequence of this encouragement at the national, state and local levels, public-employee unionism has surged forward in the U.S. in recent years . . . Viewing past industrial relations history, here and outside North America, I am becoming convinced that if unionism among white-collar employees in the private sector is to make similar progress, some new public policies and programs designed to encourage it may be in order."

Panel on "The Professional and Collective Bargaining."

YVAN BRUNET

Neither the fundamental aims of a profession nor those of corporate management can be realized in any effective manner without negotiation between the two parties, Yvan Brunet told the conference. Mr. Brunet, who is the President of the Federation of Engineers, CNTU, was one of the members of a panel that discussed the subject of "The Professional and Collective Bargaining."

His organization, the speaker said, in its collective agreements had negotiated clauses that guaranteed its members their professional rights "as well as respect for those decisions that are proper to the exercise of a profession." This enabled them to make professional decisions without fear of discrimination by their employers.

"Without meaningful negotiations and a collective agreement, the staff personnel work in a climate of paternalism, favouritism, arbitrary decisions, and bureaucracy that is all too familiar. Each supervisor of a division or department seeks to augment the number of his personnel in order to build his own little empire. Bureaucracy triumphs according to the classical pattern laid down by C. Northcote Parkinson in his now famous Parkinson's Law," Mr. Brunet said.

He quoted Dean A. W. R. Carrothers of the Faculty of Law, University of Western Ontario, in support of the view that there was nothing unethical about collective bargaining from the professional point of view.

"Among American and Canadian engineers, the notion of professionalism has become a mystique that is fostered and perpetuated by organizations such as the National Society of Professional Engineers. The concepts of this mystique are completely at variance with the realities of a modern economy. According to the mystique, a professional employee smugly believes himself to be superior to his fellow-workers who are not professionals, despite the fact that his employer accords him a salary and working conditions based largely on the collective agreements of the unionized non-professional workers," Mr. Brunet said.

A number of professions form pressure groups. "The American medical profession, for example, is an extremely powerful lobby. Management and the owners of capital also constitute pressure groups that find their embodiment in such organizations as the Chamber of Commerce and the Canadian Manufacturers' Association. But what of the engineers and the other scientifically-oriented workers? Their organization and their organizations distinguish themselves only by their absence from public life . . ."

The speaker went on to describe the difficulties that beset professionals in their attempts to bargaining collectively. He seemed to consider Quebec law unsatisfactory in some respects. No existing Quebec law required the employer to recognize and bargain with a professional syndicate, and these rights could be obtained "only through strikes or the threat of strikes. . . . An example is the 1965 strike by Hydro-Quebec engineers, which lasted for five weeks.

"The other professional syndicates have all experienced difficulties of this kind in obtaining rights that other unionized employees have long taken for granted. Accordingly, we have asked the provincial Government to bring the legislation covering professional syndicates into line with Article 23(4) of the Universal Declaration of Human Rights, which says that 'every person has the right to form trade unions with other people; and unions have the right to affiliate with one another for the defence of their interests.' We believe that all professional and staff employees should be allowed to avail themselves of the right to freedom of association, in groups which they feel suit their needs. Our laws should also allow them the right to bargain collectively with employers."

The speaker expressed the view that only by using collective bargaining could engineers and scientists be "properly rewarded and recognized, and at the same time have a voice in society."

DR. GERARD HAMEL

"The main determining factor in the recent turning of health professionals to the syndicalist approach has been the substitution of the time-honoured direct individual contract between the patient and the professional by collective negotiations," said Gerard Hamel, M.D., another member of the panel on "The Professional and Collective Bargaining."

"The advent of the concept of social security in the domain of health matters constitutes a manifestation of consumers re-grouping in order to provide efficient functioning. This, of course, imposes a parallel re-grouping by the producers or workers, which can be accomplished only through syndicalism."

Dr. Hamel, who is President of the Federation of General Practitioners of Quebec, described in some detail the position of members of the medical profession in Quebec in their efforts to negotiate collective agreements through the medical syndicates.

DR. THOMAS MCLEOD

The question of what could be considered to be the marks of a professional was discussed by Thomas McLeod, M.D., Vice-Principal of the University of Saskatchewan, Regina Campus, and former deputy provincial treasurer of Saskatchewan.

The term "professional" has come to be used in such a broad sense that its meaning was hard to define, Dr. McLeod said. Professionalism, he suggested, might be a matter of superior skill, or a superior degree of educational qualification. It might be a matter of legal recognition, or of occupational relationship. Again, it might be a question of public regard — that is, a person might be called a professional merely because the community regarded his work as professional.

Professionalism might be partly a matter of "uniqueness," that is of qualifications for which there was no ready substitute. A high degree of substitutability, Dr. McLeod suggested, rendered an occupation somewhat ordinary. The status of professional might be connected with the educational attainment required, and might call for intellectual capacity rather than manual dexterity.

The occupational relationship between a professional and

his employer was likely to be an individual one, and the element of confidence might play a part. Professionalism would seem to carry a high degree of responsibility for the quality of service rendered.

In occupations that were imperfectly professional, the basic conditions that required collective bargaining might be a necessary aspect of the occupation; but, at more professional levels, different considerations prevailed. Collective bargaining, Dr. McLeod said, was designed to redress the balance of power in favour of the underprivileged, but it was difficult to conceive of a professional as being underprivileged. Organization and collective bargaining had been used as a protection against predatory employers, but the speaker thought that the professional himself might well become predatory.

FRED A. TODDS

His company's method of dealing with engineers in its employ was discussed by Fred A.Todds, Assistant Vice-President, Staff Engineering and Manufacturing Services, Northern Electric Co.

The company, which has nearly 1,000 engineers, professionals and technical specialists on its staff, out of a total of 20,000 employees, considered that professionals were part of management, and that collective bargaining was not the best way of dealing with engineers, Mr. Todds said.

Collective bargaining with engineers had been carried on by the company for 10 years after World War II. A first contract with the Northern Electric Employees Association included engineers, scientists and some non-technical scientists, and it worked reasonably well. Faults developed, however, and some engineers did not like it. In 1957 or 1958, the provincial Labour Code forbade collective bargaining by professionals, and the Council of Northern Electric Engineers and Associates was formed to permit "continuing communication." All subjects could be discussed except salaries.

Information about grades and salaries was now given to engineers to show them their position on the staff. An engineering syndicate was later formed in the company, and methods of bargaining were discussed. The formation of this group followed the formation of works councils.

After the experience of a lengthy period of collective bargaining for professionals followed by a period without collective bargaining, Mr. Todds, said, the company considered that the present situation was satisfactory, and he said that salaries were as good as they would have been under collective bargaining.

Panel on "Labour-Management Relations in the Public Service Sector."

FRANCIS K. EADY

The idea that public employees must not be allowed to bargain collectively because it violated the principle of the sovereignty of government was completely antiquated and must give way to a system in which decisions concerning conditions of work for public servants are reached by mutual agreement, according to Francis K. Eady. Mr. Eady, who is Executive Assistant to the National President of the Canadian Union of Public Employees, was one of the members of a panel that discussed "Labour-Management Relations in the Public Service Sector."

He argued that public employees could not be expected to subsidize the public service by accepting inferior wages and working conditions.

In the matter of management rights, Mr. Eady disagreed with the idea that pension plans, for example, could not be discussed without violating the authority of legislation. This issue of management rights was a very vexed one, and he said that he could see a fight coming about job evaluation in the CBC. If the doctrine of management rights was to be carried to its extreme conclusion, it meant that you must take a job evaluation plan as laid down by management.

Although his union was concerned about wages, it was even more concerned about such factors as conditions of work, promotions and placements. There had to be a new look at this question, Mr. Eady insisted.

Coming to the question of arbitration and the right to strike, the speaker said that is was becoming more and more popular to say that public employees should not have the right to strike because of the importance of their jobs. But many jobs in the public sector were no more essential than many in the private sector. Furthermore, the public sector was constantly growing. Thus, if public employees were going to be denied the right to strike, then it would result in the gradual taking away of that right from ever-growing groups of the population.

The alternative to the right to strike was compulsory arbitration, and this would eventually lead to "a totalitarian system of wage and salary setting." If the right to strike is to be taken away, "you may as well tie both hands behind our backs in collective bargaining," the speaker said.

Taking hospital employees as an example, he said that there were those who said these employees should not have the right to strike because their work involved sick people, and in many provinces they actually had not got the right to strike. The result was that, although they operated one of the essential public services of the community, salaries and working conditions not only in the hospitals, but in the whole of the health services except the medical profession, were "a disgrace." If the pay of hospital workers were doubled, they would be only beginning to get what they ought to be getting, Mr. Eady said.

His union did not think it a good thing to have a series of strikes in the public service, and the strike should come as a last resort. "In our opinion, it may be a better idea to establish between labour and management permanent machinery for co-operation that allows frequent talks with qualified representatives of employees and a prompt discussion of the reasons for disputes before such disputes affect the operation of the many branches of the public service." Machinery for settling public interest disputes should not be too slow. The parties should try to manage without the intervention of a third party, whether he was a conciliator, a mediator, or an arbitrator.

Two obstacles to organization in the public service were: first, the paternalistic attitude of the director who said that the employees did not need a union, because "my door is always open;" and second, the creation of independent associations that did not do an effective job for the employees, but that were good window dressing to keep out genuine trade unions.

Another and more dangerous method of blocking organization was to create a legislative monopoly for a particular association. This had been done in several of the provincial

civil services. Having given the sole right to represent its employees to such an association, the governments concerned then made absolutely sure that no genuine chance to bargain collectively was given to this association, and that the employees were given no choice of an organization to belong to.

The right of employees to belong to a union of their choice should be admitted, the speaker urged. He asserted that this right did not now exist. Intimidation was still practised largely, but it was hard to prove. This led to bad labour relations.

Mr. Eady suggested that federal and provincial labour boards should be able to apply the same criteria regarding the appropriateness of bargaining units in the public sector as they did in the private sector. They should then apply the same rules regarding the employees' choice of a bargaining agent.

Another irritant that should be abolished from all Labour Relations Acts was the "ridiculous provision" that persons who did not vote at all were counted as voting against the union applying for bargaining rights. Mr. Eady thought it would be fair that "there should be some representative proportion of the employees that vote before a certification can be granted." Otherwise, he could see no reason for counting people who did not vote as being against the union.

He saw no objection to the operation of pay research bureaus by governments, "because it will certainly make the bargaining more scientific." But he did object that "at the moment the pay research bureaus are operated purely by the employer and the criteria used . . . are decided unilaterally by the employer." He contended that these bureaus should be conducted jointly by the employer and the employee organizations, and paid for by both.

The speaker said that his union favoured the provision of a permanent arbitrator, or an arbitration court, for the final settlement of grievances. The present method of appointing *ad hoc* boards had several disadvantages, which included delays in appointments, in arranging meetings, and in writing reports. Lawyers should be kept out, and should be reduced to the role of advisors. The advocate system, which worked admirably in civil courts, was not suitable for labour relations tribunals.

R. G. MARTIN

"The Public Service Staff Relations Act represents a blending of the well established principles governing labour relations legislation in the private sector with a number of special provisions that are designed to meet the special characteristics of a national public service," said Roger G. Martin, Director of Labour Relations, Government of Canada, in a paper on, "Labour-Management Relations in the Public Service Sector."

Mr. Martin devoted a considerable part of his address to a description of the collective bargaining and grievance process within the federal public service provided for by the Public Service Staff Relations Act (L. G., Dec. 1967, p. 737). He pointed out certain differences between this act and other labour relations legislation.

One of these differences was that the Act provided for a choice between binding arbitration and the right to strike, as a last resort, in labour disputes. The choice must be made before notice to bargain is given.

"Another significant difference between the Public Service Staff Relations Act and other labour relations legislation which I should mention, concerns the limitations that it places on the contents of collective agreements," Mr. Martin said. "The Act expressly prohibits from inclusion in a collective agreement, any provision that would require the enactment or amendment of legislation for purposes of implementation. This statutory prohibition removes a number of important terms and conditions of employment from the scope of collective agreements."

Matters thus removed from the scope of bargaining mentioned by the speaker included: pensions, which are governed by the Public Service Superannuation Act; and appointments, promotions, demotions, transfers, layoffs and releases. This statutory limitation also applies to the awards given by the Arbitration Tribunal and the reports and recommendations of conciliation boards.

"The Act is also unique in that it provides employees with the right to present grievances on a broad range of matters affecting their terms and conditions of employment. This statutory right to grieve exists whether or not an employee is included in a bargaining unit for which a bargaining agent has been certified. It is a right that may even be exercised by managers. . . ."

Going on to describe what had so far taken place under this legislation, the speaker said that, during the past few months, the main concern had been the certification of bargaining units embracing a majority of public service employees. Agents had been certified for most groups in the operational category of employees, for more than half of the groups in the Scientific and Professional, the Technical, and the Administrative Support Categories, "and for at least some of the groups in the Administrative and Foreign Service Category."

"Altogether, 40 bargaining units relating to that portion of the service for which Treasury Board is the employer, have thus far been determined . . . .

"Eight employee organizations, or unions if you prefer, have secured bargaining rights thus far under the legislation. The Public Service Alliance of Canada, an organization with more than 100,000 members, has secured bargaining rights for 25 or more of the bargaining units . . . . Its closest rival in terms of numbers of certifications is the Professional Institute of the Public Service of Canada, an organization whose name identifies its particular area of interest . . . ."

The Act had provided that "the various categories were to be phased into collective bargaining on a staggered basis." The dates on or after which bargaining agents might enter into agreements ranged from March 31, 1967 to January 1, and April 1, 1968.

"The first demands relating to stationary engineers and other heating plant personnel were served on us in September of last year. Additional demands in respect of other bargaining units in the operational category were not long delayed. We have been heavily engaged in negotiations since that time . . . . The total bargaining demands that will be made on us over the next several months will be very great indeed.

"We will no sooner have completed negotiations with respect to bargaining agents in the operational category than we will be required to commence the second round of negotiations with these same agents, since the legislation provides that agreements relating to this category are to terminate on September 30 of this year. This will occur at a time when we will be deeply involved in negotiations with bargaining units in the other categories."

MICHEL VAILLANCOURT

Michel Vaillancourt, Technical Adviser, Confederation of National Trade Unions, complained that although the state should be a better employer than others, it was in fact a worse one. He said . . . that the management representatives a union had to deal with in the public service often had no real authority. Those in charge of negotiations on the government side could only serve as mail-boxes.

According to the law, the Civil Service Commission was independent, but there were grounds for doubting this, Mr. Vaillancourt said. He also complained that such matters as selection, promotion, and discipline were not subject to collective bargaining. Employees were often suspended and their suspension was extended, and the Commission investigated a case after discharge had taken place.

Panel on "Collective Bargaining in the Hospitals."

ANDRÉ CHAGNON

Improving the productivity of hospital personnel as a means of meeting increased labour costs was proposed by André Chagnon, Director, Labour Relations, Association of Hospitals of the Province of Quebec, in a paper on "Productivity and its Implications for Hospital Personnel."

With the greater financial resources that came with hospital insurance in January 1961, the pay and working conditions of hospital employees had improved greatly, the speaker said. Weekly working hours for nursing and medical services employees had dropped from 44 in 1960 to 36¼ in 1967. For office employees, they had dropped from 38 to 35 a week. Minimum salaries had risen from $35 a week for men and $30 a week for women in 1960 to $69 and $59 respectively in 1967.

"Such examples are conclusive evidence of the considerable improvements in the working conditions of salaried employees. Undoubtedly, trade unionism was one of the important factors that caused such improvements to happen."

Mr. Chagnon said that, since about 1960, the number of salaried hospital employees in the Confederation of National Trade Unions had increased very rapidly, and trade unionism in general in that field had "experienced a tremendous upsurge." This was partly explained by the great increase in the number of hospital employees during that period.

Considering that the total budget of Quebec hospitals in 1967 was of the order of $450 million, hospitals could not afford to be inefficient, the speaker said. He made it clear, however, that he did not mean to imply that hospital employees were incompetent. On the contrary, during the period in question, there had been a great improvement in the competence and in the variety of qualifications among hospital personnel.

"In the past, unions represented only general hospital employees, since physicians and nurses were not unionized. Now, in addition to nurses' unions, we also have unions grouping psychologists and social workers, so that, in certain hospitals, no fewer than seven different unions have been certified."

The means of improving productivity of hospital employees proposed by Mr. Chagnon included:

1. Labour-management co-operation, without which it would be "fallacious to believe that maximum efficiency of hospital employees could be attained."

2. A research program dealing with hospital manpower, the aim of which would be to establish an inventory of actual manpower, to find out training requirements and the present and future demand for personnel. Such research would be within the framework of the federal Adult Educational Training Act of 1967.

3. Professional training and retraining, which had come to the fore with the appearance of semiskilled and skilled trades that did not exist in hospitals 10 years or so go, and with the gradual elimination of certain non-specialized jobs.

4. Setting up of a joint study committee on the hospital industry to examine the effect of technological change on manpower and ways of mitigating its effects.

5. Recruitment of hospital personnel with a view to increased productivity. Considering that hospitals today cann compete with the industrial field they may, and indeed have, started to impose stricter hiring standards. A better defined system of promotion, with the accent on "true or 'vertical promotions' " rather than horizontal promotions or transfers, was also needed.

Finally, Mr. Chagnon emphasized "the importance and the necessity of motivation of the personnel if the hospital industry is to attain greater efficiency."

P. E. DALPÉ

As things stand at present, hospital employees in Quebec have to deal with two authorities in reaching terms of a collective agreement, said P. E. Dalpé, President, National Federation of Services, CNTU, one of the panel discussing collective bargaining in the hospitals. He complained that the employees find themselves faced with two parties: the hospital and the Government. The first says, I lead the game, the second, I pay the bills.

The representatives of the hospitals were legally empowered to conclude a collective agreement with the unions, "while governmental authorities stand by, and in the name of what is called the common good, reserve the right to intervene and perhaps impose a settlement." This resulted in the employees being faced with two parties that had different interests to defend.

"Does this mean that, in order that we may have true negotiations, one of the two parties will have to disappear, or that the two will decide to act as the real employer for practical purposes? The answer is not easy, but it seems at this time that the difficulties arise from the lack of a health policy."

Mr. Dalpé said that the Labour Code recognized the right of employees to negotiate all that pertained to their working conditions, "but the Government, through the Hospital Act, assumes powers that permit it to put a check on the best intentions of the Labor Code. Under these circumstances, is it possible to think of having real negotiations? During the coming months, we shall probably put this matter to a decisive test."

What would happen if the hospital authorities agreed to conditions that were not accepted by the provincial authorities? the speaker asked. He declared that the unions would then be faced with the alternative of a breakdown of negotiations or of having to "negotiate anew what was already negotiated with another body which intervenes, not as participant at the bargaining table, but as the authority representing the common good."

If no agreement were reached at the second level, the employees would have to decide whether or not to use the right to strike recognized by the Labour Code. But if they decided to strike, they might see the application of legislation such as was used to stop the strike of teachers and that of the transportation workers in Montreal. "This would mean, for practical purposes, the end of the recognition of the right to strike for the employees of this sector," the speaker said. He believed, however, that if there were to be negotiations, the right to strike must be maintained.

MRS. MARGARET K. STEAD

Nurses today want to have a voice in deciding policy regarding the kind of care their patients receive, and in matters affecting their conditions of employment, said Mrs. Margaret K. Stead, Executive Secretary, United Nurses of Montreal, the third member of the panel on collective bargaining in the hospitals.

Until recently, she said, nurses had seldom had any voice in such matters. In the past, nurses grew up and were prepared to assume their responsibilities in a very authoritarian atmosphere. "Changes to present-day accepted concepts have been slow. Some of these traditions are deep-rooted, and it is not easy for many nurses, and in particular the modern nurse, to understand and accept them."

One of the complaints of nurses was that they were spending far too much time on duties other than nursing, Mrs. Stead said. "They are bogged down in many duties that have nothing to do with nursing, such as housekeeping and dietary duties, and paperwork not strictly related to nursing. They are obliged to substitute for non-nursing personnel on weekends, evenings and nights."

Another complaint was low salaries. "After three years of education in a school of nursing, the beginning nurse in Quebec is paid $90 a week." Nurses considered that they had been left behind in the matter of pay and working conditions by workers in industry and other occupations who had less formal training. This was having a detrimental effect on the recruitment of nurses "at a time when health services are expanding and the need for nurses is increasing."

If nurses were getting remuneration more in keeping with their qualifications and preparation, those who administer the hospitals would have to employ other less qualified persons to perform many of the non-nursing functions now performed by nurses. This would enable nurses "to spend more time with their patients, to work more closely with other members of the health team, and to have more opportunity to have a voice in formulating policies regarding the care of their patients and their own working conditions. In the long run, the public would receive better services and better value for its money."

In Canada and the United States today, nurses were seriously discussing how best their social and economic welfare could be improved, and "some of the state and provincial nursing associations have acquired the legal right to represent nurses for purposes of collective bargaining, and are doing so." This had been happening in British Columbia, Alberta and Ontario; and in some other provinces provincial nurses associations were trying to get this right. In Quebec, two unions of nurses had been bargaining collectively for more than 30 years.

Nurses working in Quebec who did not belong to unions had been interested in questions related to economic security for a number of years, Mrs. Stead said. One outcome of this was the formation of the United Nurses of Montreal in 1966, which had gained a membership of more than 2,000 within a week of its starting. At present, this association had been certified by the Quebec Labour Relations Board for regular members in 20 hospitals, three health agencies, one school board, two industries, one city health department and one nursing home.

"Nursing is a profession, and as such should act together collectively. Our ultimate goal would be to see that all nurses in the Province, and indeed in Canada, are organized along similar lines within the professional association, including all categories of nurses, working together to upgrade the nursing profession and provide better health services to the public," the speaker said in conclusion.

ARVID ANDERSON

What was described as a new approach to labour relations in the public service was outlined by Arvid Anderson, Director, Office of Collective Bargaining, City of New York, who was the dinner speaker at the conference.

The Office of Collective Bargaining in New York City had been set up as a tripartite organization, of which two members were union representatives, two were representatives of the employer, and three were neutrals, the speaker explained. The salaries and expenses of the neutrals were paid jointly by the unions and the city. Members served for a term of three years.

The new structure was the result of an agreement between the city and the unions that had been confirmed by state legislation. The city was represented by the office of labour relations, and on the employee side were 90 competing unions. Bargaining was conducted at four levels. The first level dealt with grievances, and the second with wages and economic benefits. At the other levels, matters affecting all employees, including such things as overtime and shift premiums, were negotiated.

The hope was that structural bargaining would enable the city to make agreements that would bring about some stability in the bargaining process. Mr. Anderson insisted, however, that no law, no rules or administrative arrangements could make the collective bargaining process work if the parties were determined not to let it work. He thought, nevertheless, that suitable procedures would help to make bargaining work.

The unions looked increasingly on collective bargaining in the public sector as a means for effecting social change. The Number One demand in the public service was "More." But there was also a demand for more say in such things as teaching methods and matters pertaining to the improvement of the school system, in the case of teachers, and a say in welfare benefits in the case of welfare workers. There was a demand that the employees should be consulted before changes were made.

Mr. Anderson thought that this was a real concern and not a "phoney" issue, and that there was legitimate reason for concern with management rights. In New York, the city had the right to decide certain matters, and these did not come within the scope of collective bargaining, but such things as workloads and manning were within its scope.

The unions that had signed city agreements in New York had promised not to try to change the terms of the agreement during its life. Such matters as the relocation of a police station, however, might be discussed.

In order to make the bargaining process work, there had to be union and management teams that could say "will" or "won't" rather than "can" or "can't," the speaker insisted. It would not do if the negotiating teams could not "sell" a settlement to members or principals.

In the United States, he remarked, for a government to submit a labour dispute to binding arbitration would be looked upon as an abdication of responsibility.

Mr. Anderson referred briefly to the recent garbage collectors' dispute in New York City. The union, he said, was one of those representing the uniformed services, and the dispute had been a matter of "one-upmanship." The question had been not whether the terms were fair and reasonable, but how they compared with those won in other agreements with the city. The union concerned had waited to see what the other unions would get, and it had failed to take into account a restive membership. City officials had insisted openly that the garbage collectors would get no more than policemen and others, and this had been taken by the employees as a challenge.

The dispute had now been settled, but next summer would tell the story about whether a city-wide agreement would work.

Swedish Labour Laws and Practices

Mr. Justice Nathan T. Nemetz, of the British Columbia Supreme Court, submitted to the B.C. Government last January a report on Swedish labour laws and practices, and their possible applicability to Canadian conditions.

The Swedish system of labour law and practices cannot be applied in its entirety to Canadian conditions, but this does not mean that we cannot profit by Sweden's experience. This is the opinion given by Mr. Justice Nathan T. Nemetz in a report to the Government of British Columbia on Swedish labour laws and practices, which was published in January.

The first part of the report describes how employers and employees are organized in Sweden, and explains the machinery that has been built up for preventing industrial disputes as far as possible, and for settling them when they do occur. This machinery has been established partly by the employers and employees themselves, and partly by government legislation. The first part of the Nemetz report provides an account of Swedish labour legislation.

In the latter part of the report, the author gives his views on how, and to what extent, the Swedish system could be made the basis of an improvement in British Columbia's methods of dealing with industrial disputes.

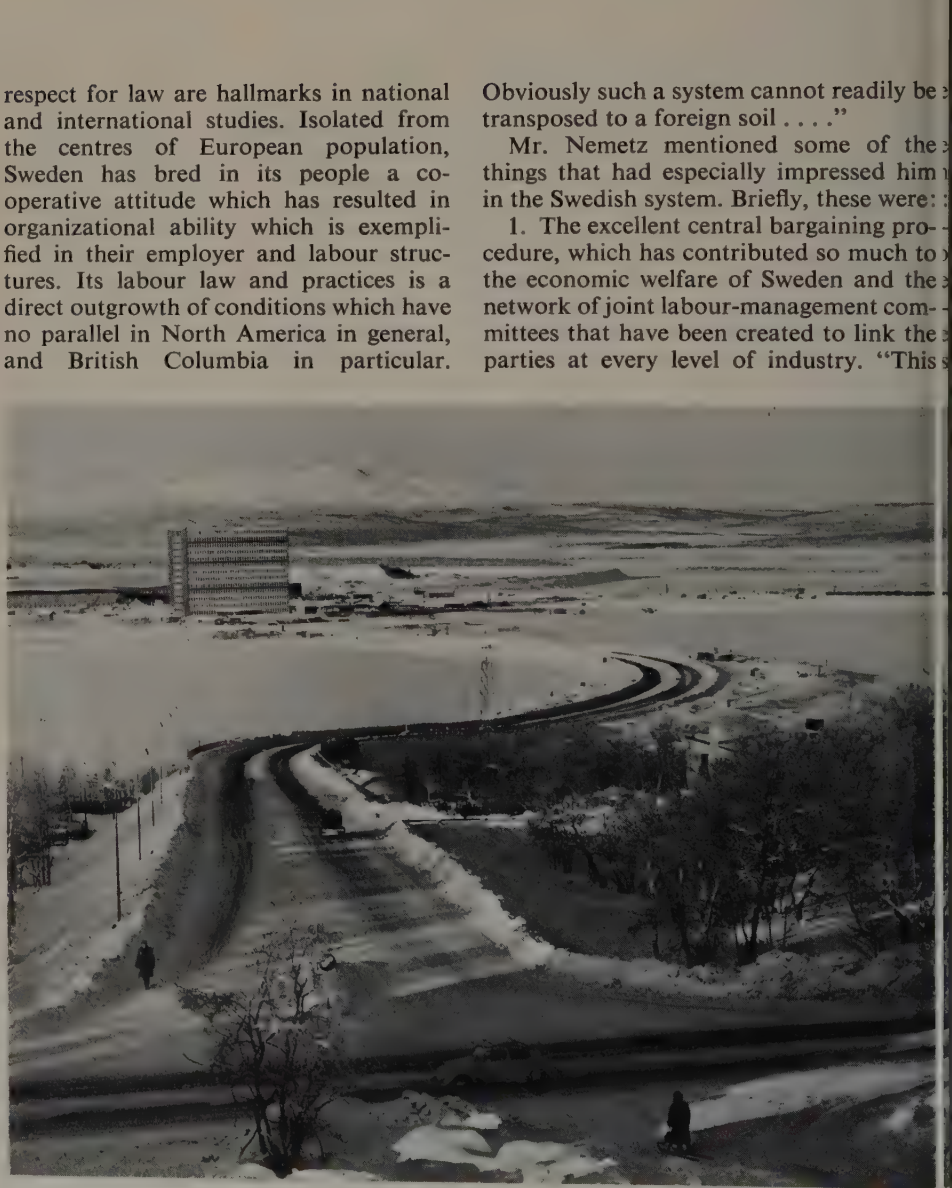
"Can it be said that the machinery for resolving industrial disputes is the principal reason for the subsisting industrial peace in Sweden? I must regretfully answer this in the negative," Mr. Nemetz says. "In my opinion," he continues, "particular conditions exist in Sweden which, when taken together, form a unique milieu conducive to industrial peace. The law and practices in settling labour disputes are emanations of that social climate."

Uninterrupted Peace

"Sweden has enjoyed uninterrupted peace for over 150 years. During that period it has maintained a homogeneity of population whose desire for peace and respect for law are hallmarks in national and international studies. Isolated from the centres of European population, Sweden has bred in its people a co-operative attitude which has resulted in organizational ability which is exemplified in their employer and labour structures. Its labour law and practices is a direct outgrowth of conditions which have no parallel in North America in general, and British Columbia in particular. Obviously such a system cannot readily be transposed to a foreign soil . . . ."

Mr. Nemetz mentioned some of the things that had especially impressed him in the Swedish system. Briefly, these were:

1. The excellent central bargaining procedure, which has contributed so much to the economic welfare of Sweden and the network of joint labour-management committees that have been created to link the parties at every level of industry. "This



Swedish Tourist Traffic Association photo

Kiruna, a Swedish iron mining city of 25,000 people, is located 100 miles north of the Arctic Circle.

network has also contributed greatly to the establishment of the mutual respect that exists between the leaders of these contending sides," says Mr. Nemetz. "It is through these joint committees that continual discussions are made possible."

2. The existence of a number of highly qualified economic research centres, including the "independent and highly respected" National Institute of Economic Research. "The influence of the reports prepared by this Institute cannot be overemphasized. Its work is available to labour, management and government, and is generally received as an important factor in determining the attitudes of the parties before the central bargaining begins . . . ."

3. "The existence of a group of professional mediators whose status is such as to command the respect of Swedish labour and management and the admiration of foreign specialists in labour law.

4. "The successful functioning of the Swedish Labour Court, which for over 30 years has contributed substantially to the maintenance of industrial peace. This tribunal has disposed of disputes arising out of the interpretation of contracts with dispatch, and has earned a reputation for fairness and effectiveness in creating a body of written law available to all in a published series of law reports.

"Keeping in mind . . . the fundamental differences in social attitudes and experience, what can be learned from Swedish law and practices?" Mr. Nemetz asked.

B.C.'s Dual System

Before this question could be answered, he said, it had to be remembered that, in British Columbia, there was a dual system of dealing with labour disputes, depending on whether thay arose in the public or the private sector of the economy. In the public sector, including mainly education, essential services, and public safety, there was a system under which the reports of *ad hoc* conciliation boards were binding on the parties. "By and large, in my opinion, this system has performed satisfactorily and is a viable means of dealing with problems which directly affect the public interest," Mr. Nemetz said. "In this we have an advantage over the Swedish organization, which has not been able to deal readily with disputes of this kind."

He suggested that this machinery should continue to be used, and that its extension to parts of the economy that directly affect the health and safety of citizens should be considered. The binding decisions of these conciliation boards had a significant influence on settlements throughout the economy, in both the private and the public divisions. It was important that only highly qualified persons should act as chairmen of these boards, and there was a shortage of such persons who could be called upon to act on short notice.

Mr. Nemetz thought that it might be advisable to establish a permanent panel of prospective chairmen who could be appointed, when needed, by the chairman of the industrial inquiry commission that he discussed later.

Machinery for Disputes

It was in the private sector, however, that the most difficult disputes occurred, he said; and he proposed five measures for improving the machinery for dealing with disputes of this kind. These were:

1. The existing joint committee of management and labour leaders should carry on year-round discussions regarding matters of mutual concern, such as automation, job evaluation, and full economic use of plant and equipment — it being better for these subjects to be discussed at leisure rather than at the time when a collective agreement was being negotiated. This committee should sponsor the creation of joint councils at regional and plant levels.

2. An independent research institute should be set up to carry on research, and to provide reports at frequent intervals concerning the economic state of affairs in the province. It should also provide the statistical data that are urgently needed by the principal parties and by other persons dealing with industrial disputes. This would reduce the amount of argument over facts, and allow decisions to be based on the precise information. The lack of such statistics was a serious handicap, Mr. Nemetz thought. "In my experience, as much time is wasted at the bargaining table in fruitless argument concerning ascertainable facts as is spent in considering the substantive issues at stake," he said.

3. Although there were constitutional difficulties about the setting up of a tribunal such as the Swedish Labour Court, Mr. Nemetz recommended that a study should be made into the feasibility of providing for some of the functions of such a body. Meanwhile, parties to an interpretation dispute could either appoint their own chairman at their own expense or have a chairman appointed out of a panel of qualified persons at the government's expense. "Under the latter system, the reports would become available to the public, and a body of labour law might start to accumulate. It is to be hoped that in this way a first step could be taken toward the creation of a single tribunal, similar to the Swedish Labour Court, which could determine all interpretation disputes without work stoppage."

4. "The present conciliation service should be strengthened by recruiting a special group of mediators both from within and without this branch of government. The men recruited should be of high talent and be paid salaries commensurate with those paid in industry. The creation of such a special branch would make it possible to eliminate the use of the *ad hoc* conciliation boards presently provided for in the private sector. These mediators would be allocated to handling only major disputes in either the public or the private sector . . ."

5. A permanent industrial inquiry commission should be appointed, consisting of a chairman and three members who could sit either singly or in groups of three. "The commission should appoint, receive reports, and generally supervise the mediation service. It also should have authority to employ competent staff, including counsel. The members should be paid salaries consonant with the importance of their high office. The chairman and commission members should be appointed for a reasonable period of time. This commission should be separate and apart from the present Labour Relations Board, which would continue to function generally within its present authority. The commission would be required to hear disputes referred to it by the Minister of Labour. It goes without saying that the success of such a commission would depend on the calibre of its members . . ."

In making these suggestions, Mr. Nemetz said that he had "tried to conserve the best in our labour practices, and borrowed from the Swedish experience only those elements which I consider to be viable and useful in our present milieu. The goal of attaining industrial peace cannot be achieved overnight . . . It is to be hoped that eventually the day will come when it is possible for labour and management to institute central bargaining in British Columbia which will take into account not only the welfare of the parties, but that of the economy as a whole."

What follows is the text of the first and larger part of the Nemetz report, which describes Swedish labour laws and practices. A small portion at the beginning, and part of one paragraph in the body of the report have been omitted in order to save space.

I should perhaps remind you of some of the political, economic, and sociological background of Sweden. Its population is 7¾ millions, or about four times that of British Columbia. Sweden has a high standard of living, surpassed only by the United States and Canada. Like Canada, it is a constitutional monarchy, but, unlike Canada, it has a unitary rather than a federal form of government. Like

Swedish International Press Bureau photo

Sweden's greatest seaport is Goteborg, located on the country's southwest coast.

British Columbia, its forests are its most valuable natural resource, covering one half of its land area, containing an estimated 75 billion cubic feet of timber with an annual increment of 2.4 billion cubic feet. Iron ore, of course, is Sweden's other great natural resource. Unlike British Columbia, Sweden has a large and competitive manufacturing industry.

It is to be noted that over 1 million people live in Sweden's northern areas, thus providing an indigenous labour force for its lumber industry. This appears to be a significant factor in accounting for the lack of overtime pay made to the workers in its north country. Indeed, overtime pay is not a significant factor in the overall economy of Sweden.

For example, in the chemical industry for 1966 (and Sweden's workweek of 45 hours will not be reduced to 42.5 hours until 1969) there was only 4.2 per cent of overtime, compared to 7.8 per cent in the United States, 13.5 per cent in France, 6 to 7 per cent in Japan, and 10.9 to 15.3 per cent in the United Kingdom. Furthermore, permission to work overtime in given industries must be obtained, and this permitted time has a 200-hour-per-year limit.

Although the economy, in general, is predominantly (90 per cent) owned by private enterprise, about three quarters of the iron ore mined comes from government enterprises and one quarter of the forest land belongs to the Government.

Extensive Social Welfare

The Government supports an extensive social welfare system. The Swedish Government has been able to maintain a high standard of living by its skilful use of fiscal, monetary, trade, and labour market policies. For example, the Government allows business to set aside tax-free reserves out of profits. Some of these moneys have been used recently to encourage improved economic activity to counter the recession which has now existed since the spring of 1966. It is also important to note that an active manpower retraining program is being utilized to counteract the effect of the recession. People are retrained and granted generous travel and resettlement allowances when they are moved to new areas of employment.

At the outset I should mention one significant difference between the general wage pattern in British Columbia and Sweden. That difference lies in the extensive use of piecework rates in Sweden where over two thirds of man-hours worked are paid on an output basis. These piecework rates are usually added to a basic hourly wage. Elaborate schedules are worked out to arrive at the wage payable, and in the case of the building workers (where the entire industry is on piece rates), I was informed that special and costly accountants are hired by both the union and the employers on each project to make the necessary computations. The closed shop is rare, but this is hardly remarkable considering the universality of union membership in Sweden.

The Swedish labour force is one of the most highly organized in the western world. Generally speaking, vertical or industrial unions command the field (the craft union being an insignificant part of organized labour). The largest is the Confederation of Trade Unions (or L.O. for the words "Sveriges Lands-organisationen"). The L.O. is composed of 41

unions and represents over 1½ million members. In addition, the Central Organization of Salaried Employees (T.C.O.) is also a federation of 33 industrial unions representing some half million members, and the Confederation of Professional Associations (S.A.C.O.) represents some 85,000 college graduates in 29 unions.

Within the L.O. there were in 1964 some 70,000 members in its affiliate Swedish Wood Industry Workers' Union and some 50,000 members in its Pulp and Paper Workers' Union. Although the L.O.'s member unions are theoretically free to approve contracts and call strikes, if a union without L.O. approval initiates strike action involving more than 3 per cent of its membership, that union will lose the financial assistance of the federation.

Strong Management Body

To balance this large and strong federation of labour, there exists the Employers' Confederation (S.A.F., for the words "Svenska Arbetsgivarforeningen"). This is a very strong organization, representing about 25,000 business firms, including the bulk of the employers in mining, manufacturing, transportation, and the forest industries. The firms represented employ about 1¼ million persons. This confederation has substantial power over its members. Every labour contract made by an affiliate must receive S.A.F. approval. Part of the dues received support operating costs, and the larger part goes into its insurance fund, available for compensation to member-firms in case of a strike or lockout. The fund is a large one, since it has rarely been necessary to use it.

A general balance of power, therefore, exists in Sweden — on one side the highly organized and disciplined employers' federation, and on the other side a similarly organized and disciplined trade union structure. This was not always the case in Sweden.

After years of labour strife, after three public inquiries (Professor Bergendahl, 1929-33, The Commission of 13 — 1934, and the Nothin Commission, 1935) and the threat of legislation, the leaders of industry and labour met at Saltsjobaden in December of 1938. They had already, as a consequence of the Nothin Commission, established in 1936 a Labour Market Committee to consider some of their year-round problems. As a result of the Saltsjobaden meeting, the Basic Agreement of 1938 was entered into between S.A.F. and L.O., which in general provided for: 1. the establishment of a permanent organ for negotiations between the two parent organizations (the Labour Market Council); 2. a uniform system of negotiation to settle labour disputes; 3. the establishment of a general practice to be followed with respect to dismissals and layoffs; 4. the prohibition of certain forms of direct action; and 5. the adoption of a system for dealing with labour conflicts that threaten essential public services (which I will deal with later).

Under the aegis of the Labour Market Council, there have been created over the years joint councils to study safety, vocational training, and job evaluation. In addition, works councils, composed of labour and employer representatives, have been established at plant level to function as centres where information can be given the plant work force with regard to changes in operations and market trends.

I had the opportunity, while acting as your Commissioner in June of 1966, to draw to your attention a fundamental weakness in the labour-management bargaining processes in the lumber industry in British Columbia. I said then:

> That weakness lies in the bringing to the bargaining table a host of varied subjects which cannot possibly be reasonably or adequately reviewed or determined within the immediate period of the conclusion of a conflict. In my judgment, problems involving such fundamental and pressing issues as the full economic use of plant and equipment, implementation of job evaluation throughout the industry, and amelioration of the effects of technological change and sub-contracting can only be properly analysed in an atmosphere free of strike deadlines.

Sweden, for 32 years, has been dealing with these very problems through the Labour Market Committee, the original members of which drew up the Basic Agreement.

Mediation Service

I should like to say a word about the Mediation Service of Sweden, a remarkably perfected organization of skilled mediators. The country is divided into eight regional districts, each region headed by a mediator whose responsibility it is to anticipate and deal with labour disputes. Although it is entirely for the parties to say when a mediator's services are required, nevertheless it is a rare dispute that does not receive the benefit of his advice.

In addition to the district mediators, there exists a group of special mediators appointed by the Government to deal with difficult or nation-wide disputes. This augmented but small corps of trained men has the confidence of both labour and management, so much so that a mediator is often called in by the parties to act as an impartial chairman during negotiations.

The advent of bargaining at the top level of management and labour has not decreased the usefulness of this mediation service. To the contrary, the mediators have been busily engaged both at local and national level bargaining after the completion of the central bargaining, which I will describe later. The result has been that Sweden, over a period of almost 50 years, has trained a corps of highly qualified mediators well able to assist the parties in arriving at viable collective agreements. With the aid of this strong mediation service, only three strikes of significance have taken place in Sweden in some 22 years — the metalworkers strike of 1945, the food workers strike of 1953, and the teachers strike of 1966. In fact, of all the western industrial countries, Sweden has lost the least number of workdays as a result of work stoppages.

Interests and Rights

In Sweden an important distinction is made between 1. "conflicts of interests" and 2. "conflicts of rights." Conflicts of interests arise in contract formation from economic issues such as wage disputes. The only significant legislation that relates to regulating economic disputes is the Mediation Act of 1920, which charges the mediators with the responsibility of assisting in the settlement of such disputes. Until 1928, only voluntary arbitration procedures existed to deal with conflicts of rights — i.e., disputes arising mainly out of interpretation of the labour contract. In that year, however, two Statutes were enacted which were to fix the course taken by labour law in Sweden.

The first was the Collective Contracts Act and the second the Labour Court Act. The essential principle underlying these two enactments is that a dispute concerning the interpretation of a collective agreement may not be settled by strike or lockout. If the parties cannot settle their interpretation differences peaceably, then these differences must be resolved by the Labour Court, which I will discuss below.

The Collective Agreements Act provides, inter alia:

> Employers or employees who are bound by a collective agreement may not, during the period of validity of the agreement, take part in a stoppage of work . . . or other offensive action of a similar nature: (1) on account of a dispute respecting the validity, existence or correct interpretation of the agreement . . . (2) in order to bring about an alteration in the agreement, (3) in order to enforce a provision which is to come into operation on the expiration of the agreement, or (4) in order to assist others in cases which these others may not themselves commit offensive actions.

Although this clause is in some respects similar to the provisions of Section 22 of our Labour Relations Act, it is to be noted that the Swedish Labour Court, and not *ad hoc* arbitration boards as in British

Columbia, deals with disputes arising out of the interpretation of the contract.

The right to strike and lockout, where contract formation is involved, is universal in Sweden. This right extends to the police, fire, utility, and hospital workers, and in 1966 was granted to Civil Servants. It will be remembered, however, that, under chapter 5 of the Basic Agreement, the Labour Market Council of the S.A.F. and L.O. undertakes to jointly consider any conflict where the public interest is involved.

In my discussions with some of the representatives of labour, management, and Government, I was unable to obtain a unanimous opinion as to whether the Labour Market Council, when considering a public-interest dispute, acted as a board of arbitration or merely a fact-finding body.

One of the difficulties in arriving at a conclusion is that this Council, since 1938, has only had to act in this respect on two or three occasions. However, since both labour and management have a common desire to avoid government intervention, one can assume that the Labour Market Council would put great pressure on the parties involved to settle in accordance with the Council's recommendations.

The Nothin Commission of 1935 grappled with the problem of protecting the public from strikes and lockouts where health and safety were concerned. Its recommendations, which might have led to the adoption of arbitration procedures were rejected by labour and management in favour of the procedure I have described.

Today, the public-interest issue is again alive. The teachers strike of 1966 pointed up some of the difficulties inherent in the Swedish system.

Private Sector

I now turn to the settlement of disputes in the private sector, where economic (wage) issues are concerned. For the past 10 years, it has been the practice in Sweden for labour and industry to negotiate a central agreement known as a "frame" or "framework agreement," with a view to establishing a recommended pattern for wages to be paid over a given period of time. The latest frame agreement was signed on April 2, 1966, after a protracted and difficult set of negotiations, and covers the three-year period 1966-69.

The procedure followed was typical. Toward the latter part of 1965, the National Institute for Economic Research published a study of the economic situation, assessing Sweden's economic prospects for the period ahead. Negotiations started in 1965 between the L.O. and the S.A.F., each party appointing a negotiating committee which included the trade-union chairmen of the large trade unions and on the S.A.F. sides, their secretariat and their negotiating experts.

The body, meeting jointly, considered the report of the Economics Department of the Ministry of Finance and the National Institute of Economic Research and the reports of their respective research departments. Since the L.O. had asked for a 20-per-cent increase, the negotiations continued for a long period (about three months) and required the aid of a three-man commission to bring about the agreement to which I will refer later.

It is important to note that, aside from their own economic data, there is available to both labour and management the excellent data prepared by the National Institute of Economic Research. As I have indicated to you on other occasions, in my experience the availability of such information eliminates much of the time wasting and unnecessary debate between the parties, which occur in British Columbia during negotiations.

In Sweden, because of the calibre of the economic reports, the parties are able quickly to address themselves to the substantive issues in dispute. It is my impression that questions of automation and plant rationalization are more readily discussed because the parties know that they will obtain objective statistics upon which they can rely.

Economic Cost

I now turn to the economic cost to the employers of the recent 1966-69 frame agreement. In my discussions with union, employer, and government economists, there was a divergence of opinion as to its ultimate cost. I have already noted that these central agreements provide for the raising of the average level of hourly wages as well as piece rates.

To these increases must be added a cost resulting from what is called the "wage drift." This wage drift is an increase in earnings above the level set in the central agreement, and results from higher wages and piece rates paid by employers at industry level to attract new employees, and from higher piecework rates earned because of an increase in productivity. For example, it is estimated that the 1964-65 industry-wide agreements resulted in a 3-per-cent increase per year for the wage drift factor, over and above the amounts recommended in the frame agreements.

Considering, therefore, the estimates given me by the interested parties (including fringe benefits, wage drift, and the cost of the reduction of the workweek from 45 to 42½ hours), I tentatively report that, in my opinion, the increases agreed upon resulted in a cost in 1966 of about 8 to 8.5 per cent over the prevailing 1965 rates, and in 1967 will likely result in a further cost of about 8.5 per cent, and in 1968 of about 7.5 to 8 per cent. I realize that these estimates are put somewhat lower by the trade unions and somewhat higher by the Confederation of Employers.

There is no doubt that the wage drift limits the complete effectiveness of the central instrument for determining and implementing wage policy. In 1965, for the first time since negotiations were conducted centrally the transport workers union boycotted the frame bargaining. The employers, too, may become disenchanted if the wage drift continues to vary sharply from the frame guidelines. However, the very existence of this remarkably disciplined central bargaining has, in my view, been of invaluable assistance to the economy of Sweden.

The Labour Court

I have already mentioned the Swedish Mediation Service and research facilities. I wish now to turn to its Labour Court. The Swedish Labour Court was established on January 1, 1929 and, as I have indicated, is given exclusive jurisdiction by statute to adjudicate disputes concerning the interpretation of all collective agreements.

Later legislation has given this Court authority to adjudicate in other cases; for example, those cases arising from the violation of the statutory right of association. Although this is a court of first instance, its decisions are final, save only that the Supreme Court of Sweden may rule on this trial court's jurisdiction, and may grant a new trial where there has been a gross miscarriage of justice or new evidence of a decisive character has come to light since the trial.

The Labour Court consists of seven members appointed by the King-in-Council. The chairman is a full-time member, and he, the vice-chairman, and another member represent the state. The other four sitting members of the Court are laymen, two of them representing the employers and two of them the unions, and are appointed for two-year periods. The rules of the Court are simple, and there is usually one hearing a week. The union which is a party to the collective agreement has the right to represent all of its members, and individual members cannot easily appear before the Court.

The vast majority of the cases which have been brought before the Court have been initiated by the unions, in most instances alleging that the employer has breached the collective agreement. It is a court of law and not a tribunal of conciliation and compromise. In this respect it differs in character from the English Industrial Court.

I was informed by both labour and management that Sweden has been

especially fortunate in having distinguished jurists head this Court, whose judgments have been clearly written and easily understood by laymen. As a result, the Labour Court has created a body of labour law which has given definitive meaning to obscure and ambiguous clauses in collective agreements. It has dealt with the interpretation of clauses referring to managerial prerogatives, the effect of collective agreements on third parties, and a number of the Court's decisions have been enacted into statute law.

The fundamental jurisdiction of this Court is contained in Section II of the Swedish Labour Court Act, which defines "a case relating to a collective agreement" as covering disputes concerning: 1. the validity, contents, or interpretation of a collective agreement; 2. the question whether a particular action is contrary to the collective agreement or the provisions of the Act respecting collective agreements; and 3. the consequences of an action which is deemed to be contrary to the collective agreement or [the provisions] of the aforesaid Act.

This Court is also granted sole jurisdiction to hear actions claiming damages for breach of the collective agreement. Such actions, of course, in England and British Columbia, are heard by the ordinary courts.

Although penal sanctions may not follow as a consequence of an award for civil damages, nevertheless the Collective Contracts Act, as I have noted above, prohibits the parties from using certain specified economic sanctions during the term of the agreement, and places an affirmative obligation upon the unions to endeavour to prevent their members from resorting to illegal direct action. In the result, unlawful stoppages of work or wildcat strikes are rare in Sweden.

I spoke to both an employer member of the Court and a union member of the Court. It is remarkable that they both agreed that the Labour Court had done invaluable service for the country in: 1. maintaining peace during the term of the labour contracts; 2. in educating future negotiators; and 3. in bringing high talent to the Presidency of the Court.

Since 1942, 90 per cent of the decisions have been unanimous, and the workload has been substantially reduced. From January 1, 1929, to December 31, 1953, there were over 2,800 cases before this Court. In 1965, there were only 36 cases requiring judgment, and in 1966, 28. While many labour men opposed the Court when it was created, it is now accepted for the purposes which I have described.

Pension Plan Coverage, 1965

A recent study conducted by the Dominion Bureau of Statistics, titled *Survey of Pension Plan Coverage 1965*, was designed to determine the number, membership and key characteristics of pension plans in force on December 31, 1965.

The study establishes a comprehensive body of information regarding pension plans in Canada before the introduction of the Canada and Quebec Pension Plans, which came into effect on January 1, 1966.

The growth rate in pension plans and coverage during the 1960-65 period was particularly significant, because it occurred when pension legislation at both the federal and provincial levels was under consideration.

The DBS survey queried an estimated 14,200 plans in effect in 1965, and elicited 13,660 replies to the questionnaire upon which the survey was based. The number of private pension plans in Canada increased by nearly 50 per cent from 1960 to 1965. Table A shows that the greatest increase occurred in plans having fewer than 15 members. A comparatively large proportion of the new plans were the so-called "top hat" plans, usually restricted to senior executives or other key personnel.

This general trend was reflected in the lesser growth of plan membership, which increased by only about 26 per cent from 1,815,000 employees in 1960 to 2,295,000 in 1965. Slightly more than 57 per cent of the paid workers in the labour force (including Armed Services) were employed in 1965 by organizations with pension plans, compared with 53 per cent in 1960. The proportion of paid workers who elected not to join or were permanently ineligible to join an existing plan showed little change, remaining at more than 9 per cent.

The extent to which the impending federal and provincial legislation affected the introduction of new plans is impossible to measure. The interest in pensions generally was stimulated by public hearings that dealt with the Ontario Committee on Portable Pensions, the Ontario Pension Benefits Act 1963, and the Canada and Quebec Pension Plans, which became law in 1965.

Table B shows the number of pension plans terminated during 1960 to 1965, and shows the estimated number of members affected. The study reveals that by the end of 1965, relatively few plans were discontinued because of the introduction of the Canada and Quebec Pension Plans. The number of pension plans that were terminated during the period amounted to only 10 per cent of those still in effect in 1965. Of these, only one third were cancelled in anticipation of the introduction of the Canada or Quebec Pension Plans.

TABLE A—Number and Percentage of Pension Plans by Size Group, 1960 and 1965

Size Group of Pension Plans	*1960*		*1965*	
	Number	*%*	*Number*	*%*
Less than 15 persons	5,037	56.5	8,691	63.6
15-99	2,613	29.3	3,351	24.5
100-499	892	10.0	1,127	8.2
500-1,999	249	2.8	345	2.6
2,000 and over	129	1.4	146	1.1
TOTALS	8,920	100.0	13,660	100.0

TABLE B—Pension Plans Terminated and Estimated Members Affected, by Reason for Termination, 1960 to 1965

Reason for Termination	*Plans*	*Members*
Introduction of Canada or Quebec Pension Plans	433	4,257
Plan too costly	74	341
Pension paid up, no more members	161	265
Company ceased operations, bankruptcy, company sold	431	1,293
Changed to profit-sharing or savings plan	59	106
Reason not given	236	525
TOTAL TERMINATIONS	1,394	6,787

The St. Lawrence Ports Dispute

Conciliation and Arbitration Branch

A Conciliation Board has averted what might have been a critical waterfront strike in the St. Lawrence ports. It has the power, given voluntarily by the parties, to render the preliminary decisions that bind the employers and the union concerning monetary issues, to the interpretation and application of the conclusions of the Picard Report (L. G., Jan., p. 2).

The Chairman of the Board is Judge Alan B. Gold, Associate Chief Judge of the Quebec Provincial Court. He was appointed in March by the Minister of Labour when the two representatives of the parties could not agree upon a choice for chairman. These two board members are William Baker, of Lachine, representing the Shipping Federation of Canada, and Louis Laberge, of Montreal, nominated by the six union locals of the International Longshoremen's Association.

An interim agreement between the parties compels them to refrain from strike or lockout action during the mandate of the Conciliation Board. It will continue until March 1969, when a final report will be made to the Minister of Labour. The interim agreement allows the Conciliation Board to act as the arbitration tribunal for any disputes concerning the interpretation or application of the collective agreements. This provision will expire when the Board renders its final report on March 31, 1969.

The dispute stemmed almost exclusively from the Picard Report. Dr. Laurent Picard conducted an industrial inquiry commission to investigate the June 1966 settlement of a bitter five-week strike in the St. Lawrence ports. The settlement provided for increased wages in compensation for improvements in productivity. The commission investigated possible technological and other changes having a bearing on improvements in productivity, the size and structure of gangs, calls and recalls of men, job security, and related matters. The St. Lawrence Ports Working Conditions Act provided that the conclusion of the commission, as set forth in the Report, would be incorporated in the collective agreements.

The Picard Report called for some reduction in the size of gangs, provided for a job security guarantee for longshoremen, recommended changes in hours of work and working conditions, and established a safety code. Its broad objectives were the achievement of optimum operating conditions, stabilization of work, and general improvement of working conditions in the longshoring industry.

Dr. Picard emphasized that, if the parties wished to enjoy the benefits accruing from these changes, they would have to abandon certain practices that were considered restrictive and obsolete. The Shipping Federation and the ILA reacted favourably to the report—but they eventually disagreed sharply over interpretation and implementation of the conclusions in collective agreements. In fact, the implementation of the conclusions became the basis of union court action. This, then, was the confused and dismal situation that existed on December 31, 1967, when the collective agreements expired.

In January, after a breakdown of negotiations, the Shipping Federation applied for the services of a conciliation officer, and the Minister appointed C. E. Poirier of Montreal. The conciliation proceedings, which dealt with the contract of each of the six union locals separately, failed to bring about any agreement. Mr. Poirier, in February, called for a Board of Conciliation to be set up.

Meanwhile, shippers operating out of the St. Lawrence ports expressed concern over possible disruption of port services due to a work stoppage. They therefore arranged for future cargoes to be redirected to other ports. A great many representations were made by interested parties to the Government, pressing for action to avert a strike. In general, a pessimistic view of the situation prevailed among all those agencies and parties that were directly concerned. There were, as well, numerous newspaper reports predicting the likelihood of a long strike, with adverse effects on the economy of the country.

The conciliation board under the chairmanship of Judge Gold prevented the further degeneration of this complex dispute. As mentioned above, the Board will assist the parties in reaching full agreement during the current shipping season and it will make a final determination of the conclusions of the Picard Report. Judge Gold called the agreement "an honourable compromise in the national interest," and several groups have expressed satisfaction with it.

The IRDI Act contains a provision that states, in part, "where at any time before or after it makes its report, the parties so agree in writing, the recommendation of the conciliation board is binding on the parties and they shall give effect thereto." This section, although seldom used, was employed in the settlement of this dispute.

The IRDI Act contains a provision that states, in part, "where at any time before or after it makes its report, the parties so agree in writing, the recommendation of the conciliation board is binding on the parties and they shall give effect thereto." This section of the Act, although seldom used, was employed in the settlement of the St. Lawrence ports dispute.

W. P. Kelly, Director, Conciliation and Arbitration Branch, commented: "Usually labour and management find compulsory arbitration repugnant. This attitude does not always prevail where arbitration is on a voluntary basis and sometimes limited to certain issues.

"The action of the ILA and the Shipping Federation could result in companies' and unions' taking a good look at this procedure, provided that they had confidence in the third party appointed to render assistance."

Hours of Work In the Trucking Industry

An order in council was recently passed requiring the trucking industry that falls within federal jurisdiction to bring itself more closely into line with the hours-of-work provisions of the Canada Labour (Standards) Code. The order applies to any undertaking engaged in the interprovincial or international transport of goods by motor vehicle, and will be in effect for a three-year period, beginning July 1, 1968 — the termination date of the present suspension of the hours-of-work provisions of the Code.

Under the order, from July 1, 1968 to June 30, 1969, maintenance workers, city drivers, despatchers, and warehousemen will have a maximum workweek of 56 hours, with standard hours of nine a day and 48 a week. Not less than time and a half is to be paid for all hours worked beyond the standard hours.

From June 30, 1969 to June 30, 1971, the maximum workweek for maintenance workers in the industry will be reduced to 52 hours, with not less than time and a half for all hours worked beyond standard hours of eight a day and 44 a week. During the same period, the maximum hours of city drivers, despatchers and warehousemen will be 53 a week, with time and a half for all hours beyond the standard hours of nine a day and 45 a week.

The order provides that the maximum hours may be exceeded, in exceptional circumstances, with the permission of the Minister of Labour. There is also provision for exceeding the maximum hours in emergencies, but such cases must be reported to the Minister.

For highway drivers, the order establishes alternative methods of limiting hours of work during the three-year period the order will be in effect. When hours are not averaged over a period of weeks, the maximum hours of work are 10 a day and 60 a week.

Hours worked in excess of these limits in exceptional circumstances by permission of the Minister, or in emergencies, must be paid for at not less than one and a half times the regular rates. Alternatively, an employer may elect to average the hours of work of highway drivers over a period of up to 13 weeks, or for periods of longer than 13 weeks with the approval of the Director of Labour Standards.

When the averaging period is 13 weeks, the maximum hours in the period are 715. When the averaging period is other than 13 weeks, the maximum number of hours in the period is the number of weeks in the period multiplied by 55. When an averaging period is in effect, an overtime rate of not less than one and a half times the regular rate must be paid for all hours worked beyond 10 a day, or beyond the total hours in the period permitted by the Minister in exceptional circumstances or in emergencies.

Office workers are not covered by the order, and they will come fully under the provisions of the Code at termination of the present deferment on July 1, 1968.

The order was passed after study of the report of C.A.L. Murchison, Q.C., who was appointed as a Commission of Inquiry by the Minister of Labour immediately after an order of suspension of Part 1 of the Code (Hours of Work) had been granted on April 4, 1967 in recognition of submissions to the Government by the Canadian Trucking Associations Incorporated and the Canadian Warehousing Association.

One of the Commission's recommendations was that highway drivers should be subject to periodic medical examinations, and that a logbook should be kept in order to record all hours of work, including driving and non-driving hours, of both employed highway drivers and owner-drivers. These recommendations, which have been endorsed by the industry, are being considered by the Department of Labour for possible implementation under the Canada Labour (Safety) Code.

Copies of the order in council are available from the Public Relations and Information Services Branch of the Department.

Wage Schedules Prepared In February

During February, the Department of Labour prepared 292 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 178 contracts in these categories were awarded. In addition, 207 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in February for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$189,740.00
Defence Production	120	802,967.00
Post Office	4	62,843.30
RCMP	21	530,906.35
Transport	1	1,512.00

During February, the sum of $8,240.72 was collected from 29 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 294 workers concerned.

New president named to Professional Institute

Eric F. V. Robinson, Ottawa, first Vice-President of the 12,000-member Professional Institute of the Public Service of Canada, has been named President of the organization.

A senior research officer in National Research Council's division of radio and electrical engineering, he will replace J. F. Mazerall who has left the elected position of president to become the Institute's full-time Secretary-Treasurer.

Mr. Mazerall replaces J. A. McKeen who left the Institute to become Executive Assistant to the Vice-President of the Arts Division of McMaster University, Hamilton.

Labour and Safety

"Over the years I have spent a great deal of time and effort in safety and accident prevention work. Very early in the game I realized that this was one area where co-operation between labour and management was not only desirable but essential," said D. F. Hamilton, Secretary-Treasurer, Ontario Federation of Labour, in an address to the conference of the Industrial Accident Prevention Associations of Ontario, held in Toronto on April 8 and 9.

People are people, regardless of which side of the bargaining table they are on, Mr. Hamilton said. "That is why I say that if the unions were given a role to play in your associations, you would find the vast majority would make an enthusiastic, beneficial contribution to the work of accident prevention. All I ask is that you give it a try."

He recalled that, when he had spoken to this conference in 1964, he had su g-gested that a small group from the IAPA and some of the other safety associations should sit down with a group from the Ontario Federation of Labour and try to work out plans for future co-operation.

Although some progress had been made in this direction, it had been all too little, the speaker thought. "Today things are changing so rapidly that this methodical, cautious approach to matters is completely out of tune with modern times." he said.

Wrong Approach

Much work was being done in the field of accident prevention by union organizations and by accident prevention associations, but "this duplication and fragmentation of our efforts in accident prevention work is the wrong approach. I have stated time and again that we should be working together as a team, and not going our separate ways."

There were, however, some "very encouraging signs." The Labour Safety Council, composed equally of representatives of organized labour and members of the safety associations, "at least provides a forum for a continuing dialogue between the associations and organized labour."

"I am also aware of the fact that there has been a great deal of co-operation this past year between the Construction Safety Association and the construction unions. I am also not divulging any secrets when I say that exploratory talks aimed at future co-operation between our Federation and the associations are now going forward."

In his closing remarks, Mr. Hamilton said that "lack of proper, up-to-date information is one of the many problems with which we must cope. Today the data is fragmented and of little use." He suggested that the problem could be solved by the establishment of a central data processing centre.

"If we are sincere in our professions of allegiance to the cause of accident prevention, as evidenced by our presence at this meeting, we can only look upon the new Safety Code as a welcome aid and working tool in the struggle against accidental occupational injuries and resulting financial loss," M. H. McPhail, Executive Vice-President of the Ontario Grain and Feed Dealers Association, told the IAPA delegates.

Mr. McPhail said that when the Canada Labour (Safety) Code was introduced, it was only human nature to assume a rebellious attitude toward the imposition of regulations that might restrict or disturb peoples' habits of operation. This resistance, he added, was always intensified whenever financial outlay was involved, and good reason for the need had to be provided before acceptance and the required co-operation could be expected.

After some years of uncertainty about which authority those in his line of business (Class 13) would be accountable to for their safety practices, it was some satisfaction that the issue of jurisdictional responsibility had been settled.

Before the passage of the Canada Labour (Standards) Code in 1965, feed mills, flour mills, seed cleaning plants and grain elevators, other than those licensed under the Canada Grain Act, were subject to regulations made under the Industrial Safety Act of the Province of Ontario.

Douglas Abbey, Regional Safety Officer of the Accident Prevention and Compensation Branch of the federal Department of Labour, told the delegates that although the Act had all the necessary and usual provisions to put "teeth" into the program, it was thought that success would best be achieved by voluntary action by industry.

"Our branch therefore stands ready to assist in any way we can," he said. "If we never issued a directive or laid a charge, we would be perfectly happy, provided that a satisfactory level of safety is achieved. But we know, and so I am sure do all of you, that we will not achieve our goal through voluntary co-operation alone. Therefore, to protect the employees involved, and to do justice to those of you who are doing a good job, enforcement will be necessary and will be carried out."

Insurance Registrations And Other UIC Statistics

On January 31, 1968, insurance books or contribution cards had been issued to 5,090,189 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 397,755, a decrease of 692 since December 30, 1967.

During January, there were 12,410 investigations conducted by enforcement officers across Canada. Of these, 9,768 were spot checks of claims to verify the fulfilment of statutory conditions, and 829 were miscellaneous investigations. The remaining 1,813 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 337 cases, 118 against employers and 219 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 391.*

Revenue received by the Unemployment Insurance Fund in January totalled $37,436,649.13 compared with $36,406,-398.89 in December and $38,399,278.92 in January 1967.

Benefits paid in January totalled $50,-764,705.33 compared with $26,580,681.74 in December and $41,382,511.33 in January 1967.

The balance in the Fund on January 31 was $56,313,090.13 compared with $369,-641,146.33 on December 31 and $161,-919,787.01 on January 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

The Gross National Product During 1967

A seventh consecutive year of expansion pushed the Gross National Product to a level of $62.1 billion during 1967, the Dominion Bureau of Statistics reports. The 1967 GNP represents an increase of 6.8 per cent, after the exceptionally large advance of 11.3 per cent for the previous year. The GNP in 1966 was $58.1 billion.

Prices continued to rise, but at a slower rate than in 1966. The price increase for 1967 of 3.9 per cent, although still inflationary, is an improvement from the 4.5 per cent increase for 1966. This situation reduced the GNP gain in real terms to 2.8 per cent.

A dampening influence on the GNP was exerted by a western grain crop that was much smaller than the previous year's record crop.

Expenditure Increases

Personal expenditure was a major source of strength for the GNP. Buoyed up by outlays related to Expo, this component increased by more than 8 per cent, which was not much lower than the 1966 rate of advance.

Expenditures on both non-durables and services increased, whereas durables advanced only moderately in spite of a 7-per-cent rise in the new and used car purchases, unchanged from the previous year. In real terms, the advance in total spending increased by more than 4.5 per cent, which was close to the 1966 gain.

In the external sector, the current account deficit on a national accounts basis was reduced to $549 million from $1,207 million in 1966. Exports of goods and services increased by 11.5 per cent, and imports increased by 6 per cent. An increase of 10.5 per cent in merchandise exports, added to an 8 per cent gain in imports, more than doubled the merchandise surplus to $480 million. Exports to the United States rose by 17 per cent and imports expanded 12.5 per cent, which substantially reduced the trade deficit.

Non-merchandise transactions were greatly affected by Expo. Receipts increased by more than 17 per cent and payments rose by 2 per cent, reducing the deficit by $402 million. The tourist and travel account changed from a deficit of $63 million to a surplus of $427 million.

At all levels, government expenditures on goods and services increased at a reduced rate of growth, It was 9.5 per cent in 1967, but was 17.5 per cent in 1966. The 1967 federal government expenditures rose only 8.5 per cent, compared with 19 per cent during 1966. The increase at the provincial-municipal level was 10 per cent, compared with 16.5 per cent a year ago.

Fixed Capital Formation

Expenditures on new residential construction advanced by 7.5 per cent, up sharply from 2 per cent in 1966. Aided by developments in the money market and in government policy, housing starts jumped sharply to 164,000, about 30,000 units more than the number for 1966. This increase was heavily concentrated in multiple unit starts, which rose to 92,000, with only 2,000 family unit starts being made during the year.

In marked contrast, investment in plant and equipment diminished by 3 per cent, compared with annual increases of more than 20 per cent between 1964 and 1966. With the exception of investment in manufacturing, outlays on plant and equipment advanced slightly more than last year's outlays. Manufacturing investment, however, was reduced by 14 per cent, comprising decreases of 9 per cent in non-durables and 19.5 per cent in durables.

Investment in non-farm business inventories showed a small increase for the year, but was almost $600 million lower than the accumulation for 1966. More than three quarters of the reduction occurred at the manufacturing level, where durables shifted from sizeable accumulation to moderate liquidation. Reduced investment occurred also at the retail and wholesale levels.

Output and Employment

On the income side, the gain in output as measured by the indexes of real domestic product, was slightly more than 3 per cent. The increase in services was lower than during the previous two years. The rise in the goods-producing sector was much reduced because of an increase of only 0.5 per cent in durable manufacturing. As a result, there was a considerable shift in the composition of output. Services accounted for more than two thirds of the increase, compared with two fifths during the two previous years.

The 1967 labour force increased almost as rapidly as during 1966. Employment rose by a substantially lesser amount. The industrial composite employment index recorded a 1.5-per-cent advance, although decreases occurred in the durable manufacturing and construction indexes. The bulk of the increase in employment occurred in the service sector.

With greater job opportunities for women in this area, the rise in female employment was much larger than that for males. For the first time since 1961, women accounted for more than half the total increase.

The unemployment rate rose from 3.6 per cent in 1966 to 4.1 per cent in 1967, and reached 4.7 per cent during the last quarter, before declining in early 1968.

Labour income increased by more than 9 per cent. This, however, was less than the 13.5-per-cent rise that occurred during 1966. Almost three quarters of the advance was found in the service-producing sector. Pay increases in both goods and services were greater than those for 1966.

According to preliminary indications, the increase in output for each person employed in the commercial non-agricultural industries was lower in 1967 than in 1966, which was also a below-average year. Unit costs continued to rise. Gross profits grew by 1 per cent compared with 3 per cent in 1966. Net profits shrank a further 2.5 per cent, after a previous 1-per-cent decline.

The 1968 investment intentions survey shows an anticipated 1.5-per-cent rise in business capital formation. The entire increase is expected to come from a 9.5-per-cent rise in residential construction. Outlays on plant and equipment are likely to be virtually unchanged, with a 1-per-cent increase in non-residential construction being offset by a 1-per-cent decline in machinery and equipment.

The Economic Council of Canada, in its four annual reports, calls for an annual rate of growth of 5 per cent between 1965 and 1970 in order for the economy to realize its potential. Because this target represents an average, the 2.8-per-cent gain in real terms for the 1967 GNP won't dismay economists, who are more concerned with the economy's adjustment from its high rate of activity during 1966.

The Potential Impact Of Canada-U.S. Free Trade

The benefits of free trade between Canada and the United States would come primarily from an increase in efficiency within Canada, according to an economic study published recently. The study estimated that free trade might eventually increase Canadian income by more than 10 per cent. Of this 10 per cent, 4 per cent would come through reductions in consumer prices and the other 6 per cent through an increase in incomes.

The booklet, *U.S.-Canadian Free Trade: The Potential Impact on the Canadian Economy*, which is a condensation of a book by Paul and Ronald J. Wonnacott, who spent three years in research on the subject, is published by the Canadian-American Committee sponsored by the National Planning Association (U.S.A.) and the Private Planning Association of Canada. Paul Wonnacott is Professor of Economics at the University of Maryland, and Ronald J. Wonnacott is Professor of Economics at the University of Western Ontario.

A First Step

In a statement at the beginning of the report, the members of the Canadian-American Committee express the view "that the Wonnacott's work is a serious first step . . . in the analysis of an important issue, and that publication of this abridged version will widen the area of informed discussion." They go on to add, however, that "neither the individual signers nor the Committee as a whole necessarily endorse the conclusions drawn by the authors; nor do they necessarily favour the particular approach to trade liberalization used by the Wonnacotts as their model for analysis."

The signers of the statement include a number of the heads and leading officials of trade unions and corporations in Canada and the United States. Among the trade union officers are: I. W. Abel, President of the United Steelworkers; Claude Jodoin, then President of the Canadian Labour Congress; William Mahoney, National Director of the United Steelworkers in Canada; George Burt, Canadian Director, Region No. 7, United Automobile Workers; Donald MacDonald, then Acting President of the CLC; William Dodge, Executive Vice-President of the CLC; and Marcel Pepin, National President of the Confederation of National Trade Unions.

Other Canadian signers include: Robert M. Fowler, President, Canadian Pulp and Paper Association (one of the co-chairmen); Donald Gordon, President and Chief Executive Officer, British Newfoundland Corporation, Montreal; R. A. Irwin, President, Consolidated-Bathurst Limited, Montreal; Hon. M. Wallace McCutcheon, Toronto; David Kirk, Executive Secretary, Canadian Federation of Agriculture; Karl E. Scott, President, Ford Motor Company of Canada Limited; and A. D. Dunton, President, Carleton University, Ottawa.

Objectives and Scope

Referring to the objectives and scope of the study, the booklet says that its purpose is "to discuss the potential economic effect on the Canadian economy of a bilateral free trade agreement with the United States and to present, in simplified form, some of the results of a larger and more detailed study of this question . . . ."

Looking at the automobile industry agreement between Canada and the United States, the report has this to say: "A major objective of the present limited free trade scheme in autos is to induce lower-cost, specialized production in Canada; and this is exactly what is happening now. Unfortunately, this arrangement does not provide evidence on the effects of completely free trade, since the scheme also includes important elements of protection. Thus there is no straightforward way of sorting out whether the present growth of the Canadian auto industry is occurring because of the protection afforded by this scheme or because Canada is a good free trade location, or both . . .

"Our figures (based on 1963 wage rates) point to about a 2-per-cent cost advantage of producing autos in Canada, a condition conducive to the expansion of the industry. But this marginal advantage of producing in Canada might turn into a marginal disadvantage if auto wages in Canada and the United States were to be equalized—a matter which is currently under debate . . . "

U.S. economic council warns of wage-price spiral

Unless negotiated union wage settlements are appreciably lower this year than the average 5.5-per-cent increase of last year, there will be no prospect for slowing the pace of inflation, states the latest Annual Report of the United States Council of Economic Advisers.

The report emphasizes that a "wage-price spiral" is under way, and that the recent pace of inflation, with prices rising at a rate of more than 3.5 per cent a year in the last half of 1967, could not be halted all at once.

If new collective bargaining settlements reached in 1968 should again average 5.5 per cent, the Council said, the rise in average hourly compensation for the economy as a whole would be appreciably larger than in 1967. In addition, business firms must avoid any widening of their gross margins over direct costs and must absorb cost increases to a certain extent, if there is to be any slowing of the wage-price spiral.

The report said that, in 1967, business, taken as a whole, did absorb some of the rise in labour and other costs, which meant a "sizable fall in unit profit margins." Exceptions singled out in the report were the tobacco and rubber industries. The report also mentioned larger-than-average price increases in automobiles and electrical machinery.

Concurrently, U.S. President Lydon Johnson presented his Economic Report of the President to Congress. In it, he called for pay-price curbs and a rise in taxes, and he asked unions and business firms to exercise "the most rigorous restraint in their wage and price determinations during 1968." He warned that if suitable fiscal action were not taken, then the economy would risk a feverish boom that could generate an unacceptable acceleration of price increases, a possible financial crisis, and perhaps ultimately a recession.

In presenting his appeal for a tax increase, Mr. Johnson said that a 1-per-cent tax increase "will help to slow down price increases, cut out balance-of-payments deficit, maintain a smooth flow of credit, and insure us against risks we should not take."

For 1968, the report of the Council of Economic Advisers forecast a Gross National Product of $846 billion, up $61 billion from 1967. This includes slightly more than a 4-per-cent increase in real growth, and slightly more than 3-per-cent increase in expected price rises.

Price Indexes

Consumer, March 1968

The consumer price index (1949=100) increased by 0.3 per cent to 153.2 at the beginning of March from 152.7 at the beginning of February. It was 4.6 per cent higher than the March 1967 index of 146.5.

The food index declined 0.7 per cent to 148.7, but was 3.8 per cent higher than in March 1967. Prices were lower for potatoes, carrots, cabbage and lettuce, but higher for most fresh fruits, including bananas, oranges and apples.

Among meats, beef, fresh pork, and chicken prices were lower. Many staple items, including fresh milk, bread and sugar, remained unchanged in price, whereas butter, margarine and egg prices declined.

The housing index rose 0.4 per cent to 156.0 from 155.4. Although rents increased by only 0.2 per cent, home-ownership costs advanced 0.6 per cent, partially as a result of higher property taxes and maintenance expenses.

The clothing index increased by 1.2 per cent to 135.6 from 134.0, reflecting general increases in nearly all clothing items priced. Men's wear prices moved up 1.9 per cent, and women's wear prices 1.3 per cent.

The transportation index rose by 0.7 per cent to 160.3 from 159.2. New car prices remained unchanged, but higher prices for repair parts and servicing were recorded generally.

The health and personal care component remained unchanged at 194.3, which was 4.9 per cent higher than the index a year ago.

The recreation and reading index rose by 0.4 per cent to 172.5 from 171.8, mainly as a result of higher television repair costs. The tobacco and alcohol component advanced by 1.5 per cent to 138.4 from 136.4.

Group indexes a year ago in March were: food 143.3; housing (shelter and household operation) 148.4; clothing 130.8; transportation 155.6; health and personal care 185.2; recreation and reading 163.7; tobacco and alcohol 127.5.

City Consumer, March 1968

Between March and February, consumer price indexes advanced in six regional cities and city combinations and declined in four. Movements ranged from an increase of 0.7 per cent in Saskatoon-Regina to a decrease of 0.2 per cent in Halifax.

Food indexes declined in all cities except St. John's, where no change occurred. Higher rents in most cities, together with increased home-ownership and household operation costs, accounted for an increase in the housing indexes.

The clothing index advanced in all cities, reflecting generally higher prices for most men's, women's and children's outerwear.

The transportation index showed mixed movements, with higher gasoline prices in Ontario and Saskatchewan contributing to rises in this component in several cities. Lower automobile prices in Winnipeg resulted in a decline in the index for that city.

There were marginal changes in the health and personal care indexes. Small increases were recorded in three cities, minor declines occurred in three, and there were no changes in four. Recreation and reading indexes also showed varied movements, with increases in seven cities, no change in two, and a marginal decline in one. There were marked increases in the tobacco and alcohol indexes for Ontario and Saskatchewan only.

Regional consumer price index point changes between February and March were: Saskatoon-Regina + 1.0 to 143.9; Toronto + 0.9 to 154.7; Ottawa + 0.6 to 152.5; St. John's + 0.5 to 132.6*; Saint John + 0.4 to 148.3; Vancouver + 0.3 to 147.8; Winnipeg − 0.1 to 148.7; Edmonton-Calgary − 0.1 to 143.7; Montreal − 0.2 to 150.9; Halifax − 0.3 to 144.5.

Wholesale, Feb. 1968

The general wholesale index (1935-39 =100) was 266.9 in February, slightly lower than the January index of 267.1, and 1.5 per cent higher than the February 1967 index of 262.9. Four major group indexes declined, and four advanced.

The animal products group index declined 0.6 per cent to 286.2 from 287.9 on lower prices for fresh meats, fishery products and livestock. The textile products group index went down 0.6 per cent to 255.9 from 257.4. In the non-ferrous metals products group index, lower prices for silver and tin resulted in a decrease of 0.6 per cent to 253.0 from 254.4.

In the vegetable products group index, a decrease of 0.3 per cent to 229.9 from 230.7 reflected lower prices for livestock and poultry feeds, potatoes, and vegetable oils and products.

The chemical products group index rose 1.8 per cent to 213.8 from 210.1 on higher prices for soaps and detergents.

*On base June 1951=100.

The wood products group index advanced 0.7 per cent to 358.7 from 356.2. Smaller increases were recorded for two major group indexes. The iron products group index rose to 276.3 from 276.2, and the non-metallic minerals group index to 204.1 from 204.0.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.6 per cent to 248.6 from 250.0 in the three-week period March 1 to March 22. The animal products index declined 0.6 per cent to 312.4 from 314.4 and the field products index declined 0.5 per cent to 184.8 from 185.7.

U.S. Consumer, Feb. 1968

The United States consumer price index (1957-59=100) rose by 0.3 per cent from January to February. The index in February was 119.0, which was 3.7 per cent higher than a year ago.

Price increases were recorded for food (including restaurant meals), and housing (including hotel and motel rates, home purchase and other home-owner costs), 0.4 per cent; apparel (including infants wear, sewing materials and jewellery) and medical care, 0.6 per cent.

The only major category of consumer prices to decline was transportation, which decreased 0.1 per cent.

British Retail, Jan. 1968

The British index of retail prices (Jan. 16, 1962=100) was 121.6 at January 16, compared with 121.2 at December 12, and 118.5 at January 17, 1967.

The rise in the index during the month was due mainly to increases in the price of meat and most fresh vegetables, partly offset by reductions in the price of eggs.

The index for the food group as a whole rose by less than 1 per cent to 121.1, compared with 120.1 in December.

The index for the housing group as a whole rose by less than one half of one per cent to 138.6, compared with 138.2 in December, mainly because of a rise in the average level of rents for unfurnished dwellings.

In the services group, a seasonal drop in the average level of charges for dry cleaning was offset by an increase in the average level of charges for a number of other services, and the group index figure remained unchanged at 128.0.

The index for the transport and vehicles group fell by nearly one half of one per cent to 113.9, compared with 114.4 in December, as a result of a decrease in the average level of prices of second-hand cars.

There was little change in the general level of prices in the remaining six groups.

The Status of Women in Sweden

Women's Bureau

Women in Sweden no longer face an irrevocable choice between home and job — they face instead the challenge of either combining the two or alternating between them.

There is a great demand for labour in Sweden today, and this has lead to the implementation of various measures to encourage women to enter the labour force. This situation contrasts sharply with that of a century ago, when Swedish women were restricted to certain areas of employment. They could either become teachers or take positions in telegraph and post offices. A few years later, they were permitted to pursue careers in dentistry and physical therapy. Then, in 1864, they were given both the legal right to go into business and, the freedom to work and earn their own living. The new legislation, however, failed to give women either the choice of a career or the right to compete with men for posts.

At the beginning of 1966, women accounted for more than one third or 1.4 million in a labour force totalling 3.3 million. About 800,000 of these women were single. In the three-year period 1963 to 1966, about 60,000 women between the ages of 45 and 66 entered the labour market. Today, Swedish wives are making a steadily growing contribution to the economy. A 1961 labour force survey reported that 45 per cent of married women aged 20 to 44 were gainfully employed. Predictions are that, by 1970, half of the wives in this age bracket will be part of the labour force.

Education and Retraining

The National Labour Market Board, which is the Swedish Government's official manpower agency, has set up special programs to assist female labour to adjust to the shifting demands of the labour market. By 1965-66, some 50,000 persons were in retraining, and 50 per cent of these were women. Education has been a major factor in increasing the possibilities for more women to take employment and thereby broaden their vocational horizons. Refresher courses and advanced training have helped them to leave the traditional or menial types of employment to which they have been confined for many years because of lack of advanced education. Swedish women today can enter into a more demanding and interesting phase of employment, and certainly a more remunerative one.

In the lower school-age bracket, girls leaving school often make a more unconventional choice of occupational training. They enter technical departments of the vocational schools and undertake courses in metal work, motor mechanics, goldsmithing, watchmaking and television repair.

The number of female students attending university or other higher education institutions is increasing swiftly. In 1953, female enrolment was 5,000, and in 1961, it reached 14,000. Although the tendency to choose the traditional branches of study prevails (63 per cent of the 14,000 women were enrolled in the humanities), there is a moderate move toward other branches of higher study. In 1953, there were 469 female students enrolled in medicine, 61 in institutes of technology and 205 in the colleges of dentistry. In 1961, these figures had risen to 810 in medicine, 238 in technology and 392 in dentistry.

A 1962 survey of salaries in the civil service revealed that 73.4 of the female employees were in the lowest salary groups. Legislation passed in 1923 made women eligible for employment in the government service. It also introduced the principle of equal pay for men and women in the same grade. The application of the equal pay sections as they relate to the lower grades where women predominate, however, has been slow.

Civil Service Employees (1962)

Job Classifications	*Men*	*Women*	*Men*	*Women*
			(Percentages)	
1-6	1,531	18,931	2.7	41.0
7-9	13,668	14,062	24.3	32.4
10-12	7,769	4,155	13.8	9.0
13-27	33,174	8,110	59.2	17.6
TOTAL	56,000*	46,000*	100.0	100.0

*Approximately

The Swedish Government and the organizations representing the white-collar workers began a move in 1962 to improve the situation of women in these lower-pay categories. In accordance with the trend of the 1962-63 wage contracts, they agreed on job reclassifications that would upgrade jobs held exclusively or predominatingly by women. This apparent difference in salaries is not entirely a matter of sex discrimination. Women's educational and professional handicaps play a prominent part in this problem of job advancement.

Women in Politics

In1919, women were given the parliamentary vote, and were thereafter eligible to be elected to Parliament. In 1921, 46 per cent of all women eligible to vote elected the first woman to the Upper Chamber and three women to the Lower Chamber. In 1963, there were 13 women members in the Upper Chamber and 33 in the Lower Chamber. In 1937, only one woman was a member of a standing committee; in 1965, there were 23 women actively engaged on various standing committees.

In summary, the factors contributing to the greater use of women in the labour force include: the increased program of adult education, training and retraining; the availability of more part-time jobs; the official efforts toward the elimination of sex discrimination; the extension of public child-care institutions; and the eventual easing of the family taxation regulations. These factors should make it possible for more of Sweden's potential womanpower resources to become a part of the labour force and thereby contribute to the country's economic future.

The School Completion Project At Central Neighbourhood House

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

Because of concern over the high drop-out rate in the Toronto schools, the school Completion Project at Central Neighbourhood House was begun in 1960. It was designed to find the best way to help children remain in school long enough to realize their academic potential.

The Junior League of Greater Toronto financed the three-year project, and it provided volunteers for the three areas of the program: home visiting of families, supervision and tutoring of homework, and clerical work and poster making.

Background

Central Neighbourhood House is a settlement house close to the business district of Toronto. More than 40,000 people live in this area. They are among the most poorly skilled in the labour force, and they are the first to feel any change in the employment situation. Poverty — the result of low wages and large families — is one of the major problems facing members of Central Neighbourhood House.

Family life is the primary concern of the House. Programs include a nursery school for children from 2½ to 5 years of age, summer day camp for children from 6 to 12, and other activities such as arts and crafts, sports, homework, card games and dances.

Visits to homes of members have always been part of the service offered. In addition, the House is undertaking a three-year demonstration project designed to help Canadian Indian families cope with the problems that they encounter through integration into urban life.

School Completion Project

A special program was developed to counter the growing problem of school drop-outs. In addition to regular services, it included home visiting and homework sessions. Through the co-operation of the Board of Education, local school principals helped to formulate an appropriate questionnaire directed to the children's teachers. The project involved a total of 30 children. Each staff member was assigned to two families and one volunteer visited each family. Because a high degree of mobility is characteristic of the families in the area, the number of families participating in the project was maintained by replacing the families who moved from the vicinity.

While registrations were taking place, training sessions for staff and volunteers were held to familiarize them with the aims of the project and the numerous services available to help meet the needs of families in the project.

The volunteers were selected from persons with backgrounds in social work, sociology, public health nursing, teaching, child development and business. It was important to have a warm and outgoing personality and be able to accept people with problems. The volunteers participated in a program of friendly visiting, and were able to provide encouragement and learn of problems in the home life that affected the academic performance and aspirations of the children.

Homework and Tutoring

Homework sessions were begun because many of the children's homes were too crowded to provide a quiet place to work. Staff and volunteers were present to provide encouragement and to assist children with problems in their studies. Homework sessions were made available to all young people who were members of the House — not just to those participating in the special project.

The homework room was made as bright, cheerful and homelike as possible, with study lamps, reference books and a variety of publications such as the National Geographic Magazine. Although study tables were provided, some children preferred to sit on chesterfields or lounge chairs to study.

The homework program was divided into two parts: afternoon sessions for the younger children; and evening sessions for those in Grade 6 and up, and children over 12 years of age. The half-hour afternoon sessions were followed by a club activity. Cookies and milk were served during the first year to induce the children to stay for homework sessions.

The evening sessions were held two nights a week, and were followed by recreational activities. A third session was added at a later hour to accommodate those children who hold part-time jobs. For the first two years, a hot meal was provided immediately before the evening homework sessions, but it had to be dropped in the third year because of lack of help.

During the second year, a parents' group was formed. Through films, talks, discussions and participation in House projects, efforts were made to interest and improve the attitude of parents toward their children's school progress.

Over the three years, 53 children became involved in the school completion project. Thirteen dropped out before completing their courses, but 30 reached school-leaving age. This was an indication of real progress, because all 53 had been identified by schools and House staff as potential drop-outs.

The outlook of most of the children in the sample changed considerably during the three-year period. Whereas grade eight graduation was once rated as a major aspiration, three of the children are now beginning to think of attending university and becoming professionals.

Joint Consultation In Municipal Government

Labour-Management Consultation Branch

After 15 years, you might expect a joint consultation committee to become a bit creaky at the joints, a little tired and apathetic. This is never the case, however, when the committee knows what it wants to do, and how to go about it. Such a committee improves with age.

Take, for example, the joint consultation committee at the City of London Public Works Department, which has been assisting union and management (and indirectly London's taxpayers) since November, 1952.

The first thing you notice is the committee's outstanding attendance record; in 15 years, only three monthly meetings cancelled, each time because critical weather conditions had put the department on emergency procedure.

But, you may say, the fact of the meetings is secondary to the attitude of the participants and to what they accomplish. Here again, the London public works group has an answer, and can illustrate why the committee remains vigorous.

The committee members know from experience that their positive recommendations can be implemented (they get things done). A well-documented question posed to the committee is guaranteed an understandable reply (though not always the one sought). Nobody is overbearing (Why get chippy? You're wasting your time, and everyone else's). The free-vote system encourages people to think for themselves (no committee member is forced to vote along management or union lines).

Finally, the committee members use meetings as a forum for settling differences. The meetings are a part of a bigger system that draws in and dispenses information.

Representation

The department is divided into four sections: streets, engineering, sanitation, and sewers, each of which is represented on the 24-member committee—12 spokesmen each from management and union, and with foremen included on the union team.

Local 107, Canadian Union of Public Employees (CLC) represents the department's 550 hourly-rated employees.

One reason given for the lasting success of the committee is the department's policy of promoting through the ranks. Five of the management team on the committee had at one time been in the union. Joseph Young, the superintendent of sanitation, was union secretary two years ago.

Michael Delainey, President of Local 107, says the monthly meetings are conducted on a gentlemanly basis. "We're not overbearing," he says. "If you have the facts, you're 95 per cent sure of coming out of the meeting satisfied. But if you ask for something out of proportion, then you're taking a chance."

The area for discussion, however, is wide open with one exception. Questions referring to a grievance already filed are, by mutual agreement, "off limits."

What tempers the mood of the meetings is the right exercised by each person to vote according to his own conscience. "You can be sitting all by yourself with your idea," comments Mr. Delainey.

"But don't get it wrong," cautions William Connolly, a committee veteran who started driving trucks for the department in 1946 and worked his way up to General Superintendent. "Don't go away with the idea we just sit there shaking hands." He says the department pulls in suggestions from the unionists, many of which increase efficiency without increasing costs.

Mr. Delainey is equally adamant in defining the union's position. Shooting down a suggestion that the union is compromising its position through the committee, he says, "I defy you to ask that of any member of 107 and get a 'yes' to it."

"The union doesn't take a back seat," adds Mr. Connolly, who over the years has sat on both 'sides' of the table. Because it is an advisory group (decisions not final as in bargaining), the committee has been able to successfully use the 'free-vote' system. City Engineer A. K. Rowntree reserves the right to turn down a committee decision—a right he has yet to exercise.

Accomplishments

Here are sample accomplishments of the City of London committee as recalled by Stanley Ball, Personnel Supervisor, City Engineer's Department. Mr. Ball is an authority. He was chairman of the committee in its first year, 1952. He has been returned as chairman (union and management alternate each year) four times since, including the current term.

The committee drew up a point system for evaluating applicants for promotion. When a vacancy comes up, employees already on the payroll are allotted points according to their qualifications. The employee with the most points is offered the job. "What we did was take the friction out of a contractual issue," says Mr. Ball, adding that the department seldom hires an outsider "other than in a straight labouring position."

The committee set up a merit system for vehicle drivers (the department currently employs 145 drivers). Each year the drivers are given a certain number of points, from which marks are deducted for bad driving or letting equipment deteriorate. Regular vehicle inspections are made by the superintendent of equipment, the safety supervisor and a union representative. Drivers who retain their maximum points are awarded $25 at the end of the year, the award diminishing with the number of points lost. If a driver loses all his points, he is given another job.

The committee introduced a suggestion system, the department paying for worthwhile employee suggestions. For example, after two men lost fingers while working with a reel of cable, an employee invented a guide (such as on a fishing reel) to distribute the cable across the width of the spool.

Mr. Ball believes that "nothing should be barred from discussion." A motion last year to eliminate discussion of matters dealing with the agreement "didn't even get a seconder," he recalls.

Looking back over the committee's 15 years, Mr. Ball says the chief value of joint consultation lies in its ability to detect and act on a problem. "Our main accomplishment is being acquainted with problems when they're still small. Otherwise they could build up to a point where more men are adversely affected—to the point where a grievance is filed."

Counselling for Increased Employability

Older Workers' Section
Department of Manpower
and Immigration

Counselling is crucial to the task of increasing the older job applicant's employability, according to a report recently published by the Organization for Economic Co-operation and Development: "It is from the counselling interview that the information is principally derived, on which the counsellor can advise on training and special services and a new vocational program for the future."

The OECD report, titled *Promoting the Placement of Older Workers*, describes the objectives of such counselling:

1. to remotivate the job seeker's desire for self-improvement; and
2. to restore, strengthen and maintain his self-respect.

These objectives can be sought and achieved regardless of the older job seeker's ultimate success in finding work. The basic assumption is that such a person can be helped to find suitable work. Many intermediate goals are involved in reaching this objective. Some clients must first be helped to evaluate themselves fairly in terms of interest, goals, aptitudes and capacities. Others must gain a better understanding of employment possibilities, more skill in presenting themselves for employment, or gain new skills, attitudes and habits of work. The counsellor works with and for each client to diagnose difficulties, find solutions and reach a sound decision on the individual's occupational future.

Marked Results

According to the OECD report, an extension of counselling to include special services would change the employment prospects for many older job seekers. In a study done in the United States, one group of older workers was given normal placement service help, and the second group was given intensive counselling and special services. The result of this was that four and a half times as many workers were placed as a result of specialized services as were placed through the normal services alone.

It is sometimes necessary to persuade clients of the potential value of counselling, because it is impossible to counsel persons who do not want to be counselled or do not recognize a need for it.

The report suggests that the counsellor must help each client develop a realistic vocational program with whatever steps for rehabilitation and resolution of personal difficulties and inadequacies this may involve. He may undertake job development on behalf of certain clients and may write to employers to present a client's case. Finally, the counsellor must try to evaluate his own work by carefully following up on each person. This latter step is essential to check upon and improve his methods.

Older job seekers are handicapped by an unwillingness to change their type of work or their methods of looking for work. Few older workers are interested in retraining or are prepared to adjust their wage demands. To compound the problem, very few older people are prepared to work outside their home area or to set about looking for jobs.

Sympathetic Atmosphere

The counsellor must be careful in accepting the difficulties, real or apparent, first put forward by the client, as being accurate and complete. He must be able to establish a sympathetic atmosphere in order to elicit all necessary information freely and without distortion. As the circumstances become clearer, the counsellor helps the client set his opinions and expectations in perspective and to recognize and accept what steps may be involved if he is to return to useful employment.

As an aid to individual counselling, group counselling can be used. Group counselling consists, broadly speaking, of discussion between clients (not fewer than six nor more than twelve) under the guidance of the counsellor. The counsellor's main task may be simply to keep the discussion in constructive channels, and to stimulate it when comment begins to flag or become repetitious. In these sessions, the suggestions, questions, advice and information come mainly from the clients themselves. The report recommends group counselling for clients whose problems involve unrealistic demands and attitudes, detrimental habits or personal traits, or an unconventional appearance. It may also be helpful for job seekers who are discouraged and who need to identify their problems with others in order to bolster their self-confidence. Similarly, it ensures that proposed solutions will appear realistic and feasible, because they are proposed by a peer group who have experienced many things in common.

The OECD report states that, in many cases, the client must be helped to relate all he has learned in group counselling to his own circumstances. For this reason, it is particularly desirable that group counselling sessions be conducted by the counsellor responsible for the individual counselling of the participants.

Certification and Other Proceedings

Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during March. It granted one application for certification, and ordered two representation votes in applications for revocation of certification. During the month, the Board received ten applications for certification, and allowed the withdrawal of two such applications.

Application for Certification Granted

Cartage & Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and helpers employed by Camirand Cartage Limited, Ville St-Pierre, Que. (L. G., March, p. 155).

Representation Votes Ordered

1. Irvin Knox, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Veteran Transfer Ltd., Edmonton, Alta., respondent employer (L. G., Feb., p. 103). In view of special circumstances, the Board ordered that a representation vote be held to determine whether the employees concerned desired to continue to be represented by the respondent union that was certified as their bargaining agent on December 19, 1966.

2. D. N. Cooper, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent employer (L. G., March, p. 155). In view of special circumstances, the Board ordered that a representation vote be held to determine whether the employees concerned desired to continue to be represented by the respondent union that was certified as their bargaining agent on August 11, 1967.

Applications for Certification Received

1. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Gordie's Trucking Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Trailways of Canada Limited, Richmond Hill, Ont. (Investigating Officer: K. Hulse) (See Applications for Certification Withdrawn, below).

3. General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, helpers and mechanics employed by Bolduc Explosives Transport Ltd., North Bay, Ont. (Investigating Officer: H. A. Fisher).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mechanics and mechanics' helpers employed at Ottawa by Trove Transport Limited, Ottawa, Ont. (Investigating Officer: K. Hulse).

5. *Syndicat général du cinéma et de la télévision* (*CSN*) on behalf of a unit of news service employees employed at Montreal and Quebec City by the Canadian Broadcasting Corporation (Investigating Officer: G. R. Doucet).

6. United Steelworkers of America, Locals 564 and 925, on behalf of a unit of mining and milling, cookery and transport division employees employed in the Yukon Territory by Cassiar Asbestos Corporation Limited, Toronto, Ont. (Investigating Officer: C. M. Gilmour).

7. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employed in the Yukon Territory by Bakgaard Construction, Calgary, Alta. (Investigating Officer: C. M. Gilmour).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, mechanics and other employees employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (Investigating Officer: C. M. Gilmour).

9. Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of various surface and underground employees employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (Investigating Officer: C. M. Gilmour).

10. Industrial Union of Marine & Shipbuilding Workers of Canada, Local 113, on behalf of a unit of marine service employees employed by J. P. Porter Company, Limited, Dartmouth, N.S. (Investigating Officer: D. T. Cochrane).

11. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators and other employees employed in the vicinity of Whitehorse, Y. T., by Alpine Clearing Contractors Ltd., Victoria, B.C. (Investigating Officer: C. M. Gilmour).

Applications for Certification Withdrawn

1. United Steelworkers of America, Local 564, on behalf of a unit of mine and cookhouse employees employed at Clinton Creek, Y.T., by Cassiar Asbestos Corporation Limited. (L. G., April, p. 224). The Beverage Dispensers and Culinary Workers, Local 835, had intervened.

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Trailways of Canada Limited, Richmond Hill, Ont., respondent (See also item No. 2, under Applications for Certification Received). The Trailways of Canada Employees' Association had intervened.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Conciliation and Other Proceedings

Before the Minister of Labour

Conciliation and Arbitration Branch

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (T.V. Watchmen, Montreal, Que.) (Conciliation Officer: R. L. Fournier).

2. Northland Navigation Co. Ltd., Vancouver, B.C., and the Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

3. British Yukon Navigation Company Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

4. Western Ontario Broadcasting Company Limited, (CKLW-TV-AM-FM) Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

5. Canadian National Hotels Limited (Chateau Laurier, Ottawa, Ont.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

6. CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. M. Gilmour).

7. Coast Ferries Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (Conciliation Officer: C. M. Gilmour).

8. CJCH Limited, Halifax, N. S., and Local 1318, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).

9. National Harbours Board, Port Colborne, Ont., and United Steeworkers of America (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. British Yukon Navigation Company Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (see above).

2. Canadian Freightways Ltd., Calgary, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

3. Loiselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

4. Central Mortgage and Housing Corporation ("Place Benoit," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., May, p. 277).

5. Central Mortgage and Housing Corporation ("Benny Farm Housing Project", Montreal, Que.,) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., May, p. 277).

6. Central Mortgage and Housing Corporation ("Villeray Terrasse," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., May, p. 278).

7. Canadian Coachways Ltd., Edmonton, Alta., and Division 1374, Amalgamated Transit Union (Conciliation Officer: D. S. Tysoe) (L. G., March, p. 156).

8. Tank Truck Transport Limited, Maple, Ont., and International Union of District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae) (L. G., March, p. 157).

9. Active Cartage Limited, Fort Erie, Ont., and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L. G., Feb., p. 104).

10. Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L. G., Jan., p. 39).

11. Channel Seven Television Limited (CJAY) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel) (L. G., May, p. 278).

12. Monarch Transport Limited, Edmonton, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. M. Gilmour) (L. G., April, p. 226).

13. Quebec Cartier Mining Company, Port Cartier, Que., and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., June 1967, p. 364).

14. British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Offi-

---

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

cer: D. H. Cameron) (L. G., Dec. 1967, p. 754).

Conciliation Boards Appointed

1. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (L. G., April, p. 225).

2. Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (L. G., April, p. 225).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (see above) was fully constituted in March with the appointment of Judge Nathan Green, Q.C., Halifax, as Chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Wyman Hall and union nominee Leo F. McKay, both of Halifax.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between The Shipping Federation of Canada Inc., Montreal, Que., and Locals 375, 1552, 1657, Montreal, Local 1846, Trois Rivières, and Locals 1605 and 1739, Quebec, Que., International Longshoremen's Association (L. G., May, p. 278) was fully constituted in March with the appointment of His Honour Judge Alan B. Gold, Montreal, as Chairman. Judge Gold was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee W. M. Baker, Lachine, Que., and union nominee Louis Laberge, Montreal.

3. The Board of Conciliation and Investigation established in February to deal with a dispute between the St. Lawrence Seaway Authority (operational, maintenance group, construction branch, Cornwall headquarters bargaining unit) and the Canadian Brotherhood of Railway, Transport and General Workers (L. G., May, p. 278) was fully constituted in March with the appointment of His Honour Judge J. C. Anderson of Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee K. L. Crump, Montreal, and union nominee Herbert Gargrave, Toronto.

Settlement Reached after Board Procedure

Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (L. G., Feb., p. 104).

Dispute Referred to Board

The dispute between Robin Hood Flour Mills Limited and United Packinghouse, Food and Allied Workers involving the office employees (L. G., May, p. 277) was referred to the Conciliation Board that is now functioning in the dispute affecting the plant employees (L. G., March, p. 157).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

---

50 Years Ago

Continued from page 314

between $60 and $65 per month, while within the range of the next $10 in monthly salary there is a total of 312,761 persons. In December 1917, there were 111,477 clerks receiving annual pay of $900 or less. In 1917, the average pay of this class was but $56.77 per month. There were 270,855 sectionmen whose average pay as a class was $50.31 per month; 121,000 other unskilled labourers, whose average pay was $58.25 per month; 130,175 station service employees, whose average pay was $58.57 per month; 75,325 road freight brakemen and flagmen, whose average pay was $100.17 per month; and 16,465 road passenger brakemen and flagmen, whose average pay was $91.10 per month.

"These, it is to be noted, are not prewar figures; they represent conditions after a year of war and two years of rising prices. And each dollar now represents in its power to purchase a place in which to live, food to eat, and clothing to wear, but 71 cents as against the 100 cents of January 1, 1916. . . ."

Legal Decisions Affecting Labour

The British Columbia Court of Appeal has upheld convictions for contempt of court by a union and two union officials, and has acquitted one official.

The Quebec Court of Queen's Bench has ruled illegal a decision made in an inter-union process by a vice-chairman of the Quebec Labour Relations Board who neglected to consult other members.

Legislation Branch

On November 7, 1967 the British Columbia Court of Appeal considered an appeal from a judgment of Mr. Justice Dohm of the B.C. Supreme Court (L. G. 1968, p. 106) who convicted the United Fishermen and Allied Workers' Union and its three officials for contempt of court. The Court of Appeal (with one judge partly dissenting) dismissed the appeals of the union and two of its officials, and acquitted the third official.

The Court held that the union and its officials could not, with impunity, disobey or ignore an injunction order issued by a Superior Court by claiming that such an order was invalid and in direct conflict with the union's constitution. The calling by the union officials of a vote of the members to determine whether the order of the Court should be complied with, was, in the opinion of the Court, calculated to ridicule the Court and to lower its authority and prestige, and therefore amounted to criminal contempt.

The Court held further that, by statutory provisions and judicial precedents, the union was a legal entity liable for punishment for contempt.

The facts of the case were reviewed by Chief Justice Davey.

During a legal strike on the coast of British Columbia by the United Fishermen and Allied Workers' Union, two interlocutory injunctions were granted *ex parte* by Mr. Justice Kirke Smith as requested by the owners of certain fishing vessels in Prince Rupert, B.C.

The first injunction, issued on March 22, 1967, restrained the union and certain of its officers and members from, among other things, interfering with the unloading of fish from the vessels of those owners who sought the injunction, or interfering with the conduct of the owners' business in trawling for fish. This injunction was to be effective until the action could be brought to trial, or until a further order was issued by the courts. It provided also that the vessel owners might apply for a further order, if necessary, after giving the union two days written notice.

In response to the court order, the union circulated a press release, dated March 23, 1967. In part, this release said:

"The General Executive Board of the United Fishermen and Allied Workers' Union in session on Thursday, March 23, 1967 considered an injunction issued with respect to the present dispute between certain Vessel Owners in Prince Rupert and the trawl section of the Union's membership and have issued the following statement:"

> This General Executive Board, after looking at the text of the injunction, the Writ and the affidavits, must, in accord with the provisions of our Constitution, our concepts of trade union principle, our concern for the best interests of all Union members, and our concepts of strike-breaking, declare that all Union members should obey their conscience as trade unionists. We are not concerned with nor do we have copies of contracts which may exist between certain vessel owners and the Co-op [in Prince Rupert].
>
> 'Our membership employed in the Co-op Plant have a clause in their Agreement with the Co-op which states: 'It shall not be considered a violation of this Agreement for members of the Union covered herein to refuse to handle products or produce coming from a company or an individual involved in a dispute with labour and officially declared unfair to labour by the labour organization concerned:'
>
> Union members in all sections of the industry have always refused to handle

or process unfair fish, as a matter of principle, regardless of whether such clauses exist in contracts with employers or not. Similarly Union fishermen have refused to deliver fish to plants or to packers where the organized shoreworkers and/or tendermen have been on strike. We do not order them to work nor do we order them not to work. Ours is a democratic Union where the members make the decisions based on their opinion of what is in the best interests of themselves and the trade Union movement as a whole.

Despite the provision in the first injunction for two days written notice to the union in the event of an application for a further court order, a second interlocutory injunction was issued *ex parte* on March 23, 1967 — one day after the first — without notice to the union. It ordered the union's business agent, J. H. Nichol, or another designated official, to send a telegram to three union officials: George Hewison, the union organizer in Prince Rupert; Edward Foort, "northern representative"; and Homer Stevens, General Secretary-Treasurer. The telegram ordered by the second injunction was put in the following terms:

> By Order of the Supreme Court of British Columbia you are hereby notified that permission is hereby granted by United Fishermen & Allied Workers' Union for you forthwith to inform all members of the said Union concerned in the landing and processing of ground fish from the vessels 'White Swan', 'Victor F', 'B.C. Mac', 'Zapora', and 'Northern Breeze', . . . that such operations are to be carried out forthwith.

The Union issued another press release on March 26, 1967 declaring that a democratic vote of members would be conducted by the union to determine whether or not an officer or staff member of the union should be designated to send the telegram ordered by the second injunction.

This press release made public the text of a telegram, sent to all locals, ordering the taking of a vote on this issue. The telegram stated explicitly that the general executive board would make no recommendation on how members should vote, and was signed by the union President, H. Steve Stavenes, and General Secretary-Treasurer, Homer Stevens, on behalf of the general executive board of the union.

It was pointed out in the release that the United Fishermen and Allied Workers' Union was democratic and that "no one person can decide Union policy." In support of this, attention was directed to Art. 13, Sec. 8 of the Union constitution. It reads:

> No officer or officers of the Union can settle any strike unless authorized by a majority of the members affected.

In another paragraph of the March 26 pressrelease, it was said that the general executive board, in an emergency meeting on March 25, 1967, had made the decision to refer the injunction to the membership.

Next, in a bulletin dated March 27, 1967, the activities of the union officials were reviewed, outlining progress made in the strike, and the problem presented by the court injunctions.

The discussion of the injunctions was given the headline: "Injunctions and More Injunctions! Contempt Next? Why a Second Injunction? Without any Notice." The bulletin described the effects of the two injunctions on strike activities, pointing out that the second injunction was granted less than 48 hours after the first one, without written notice; and it added the comment that "'What the Judge giveth the Judge can taketh away' seems to be the guiding rule of the Court when dealing with a union's rights during a strike."

The bulletin said that, two days after delivery of the second injunction the general executive board of the Union had been called into session: "The board met Saturday afternoon [March 25] and decided that only the union as a whole could decide whether any officer or staff member could be empowered to send such a telegram [as was ordered by the second injunction] on behalf of the union."

Another paragraph of the bulletin read as follows:

> The union is the membership. No single officer or employee of the union can faintly be considered as the union. No one person can order seven thousand members to go on strike, to call off a strike or to handle unfair cargo. If the court considers he has the power to order people to work he can send out seven thousand injunctions and seven thousand telegrams. But no officer or staff member of our union has any such authority.

Contempt Charged

Before the injunction action against the union came to trial, the press releases of March 23 and 26 and the bulletin of March 27 came to the attention of Mr. Justice Dohm of the B. C. Supreme Court. cwting *ex mero motu* (of his own free Afll), Mr. Justice Dohm issued an order which, after quoting excerpts from the press releases and the bulletin, found that from these documents it appeared:

> . . . that United Fishermen and Allied Workers' Union by its General Executive Board acted to initiate and hold a vote of the said members of said Union on the question whether or not said Union should obey the Order of His Honour Judge Kirke Smith, a local judge of this Court, made the 23rd day of March, A.D. 1967, in the above mentioned [injunction] action No. 1085/67, which acts appear to bring this Court into contempt; and the said documents appearing to publish statements and comments which appear to bring this Court into contempt.

Mr. Justice Dohm's order called upon H. Steve Stavenes, the President, Homer Stevens, the Secretary-Treasurer, and J. H. Nichol, union Business Agent, to answer the alleged contempt, and to show cause why each of them should not be committed or otherwise dealt with for contempt of Court.

When the matter was tried before Mr. Justice Dohm, it was concluded that the union and its three officers deliberately defied and challenged the Court by their conduct, and, in so doing, sought to bring the Court into contempt. Each officer was sentenced to one year's imprisonment and the union was fined $25,000.

Appeal of Convictions

The union and the three officers each appealed the convictions and the sentences for contempt to the B. C. Court of Appeal.

Before dealing with arguments submitted on behalf of the appellant parties, Chief Justice Davey said explicitly that "the alleged contempt of which the appellants were convicted was criminal in nature." He further distinguished just what it was that had constituted the contempt, saying, "the contempt alleged was not in violating the injunction by failing to send the telegram, but by bringing the Court and its process into contempt by taking a vote as to whether the order should be obeyed, and by the comments made in the two press releases and the bulletin."

Testimony before the Court indicated to Chief Justice Davey that, "when the vote was ordered to be taken, and the press releases and bulletin were circulated, the atmosphere at Prince Rupert was charged with tension, marked by picket lines, breach of picket lines, and demonstrations by marching mothers giving moral support to workers crossing the Union's picket lines; that the situation was serious enough to require the presence of a special investigator from the Attorney-General's Department."

Procedural Issues

It was submitted that Mr. Justice Dohm, by initiating the contempt proceedings *ex mero motu* in the form of a "show cause" summons, had usurped the functions of the Attorney-General of British Columbia, and had disregarded the principles and rules laid down by the Courts. In addition, it was contended that the circumstances disclosed in the material upon which the "show cause" summons was issued, and in the evidence taken at the hearing before Mr. Justice Dohm had not justified the Court in exercising this unusual course of proceeding summarily.

on a contempt that was not committed in the face of the Court.

Chief Justice Davey held that "the jurisdiction of the Court to proceed in this manner is too well established to be successfully denied." In support of the Court's jurisdiction, he cited *In re Evening News, Newspaper* (1880) N.S.W. 311; *Regina v. Skipworth* (1873) 9 Q.B. 219; and *Poje v. Attorney-General for British Columbia* (L. G. 1953, p. 1336). "It is a drastic procedure," he said, "which should be used cautiously only to uphold the authority of the Court and its process, or to enable justice to be properly administered, or to maintain the authority of the law." In determining whether the circumstances of the case at bar justified the Court moving summarily *ex mero motu*, Chief Justice Davey found that:

> This gross attempt to ridicule the Court and put it to scorn, and to challenge its authority and processes during the tensions created by this bitter strike, made it imperative that the authority of the Court be vindicated at once and restored, so that it could effectively administer justice during the turmoil of the strike, and effectively try the pending action.

Since it seemed to Chief Justice Davey that the situation demanded immediate action, he was unable to say that Mr. Justice Dohm was wrong in proceeding as he did.

It was submitted that the union officers were "deprived of their right to have their guilt determined by a jury of their peers." To this, Chief Justice Davey answered that the summary process deprives persons of a jury trial, a practice supported by the judgment *In re Evening News, Newspaper* and by *Regina v. Skipworth*, in which case the need for expedition was mentioned.

It was argued that the Court should not have resorted to the summary procedure when there are offences under the Criminal Code on which the union and its officers might have been charged and tried. As Chief Justice Davey said, however, the Supreme Court of Canada has held *In re Gerson* (1946) S.C.R. 547 that "the inherent power of a Superior Court to punish for contempt was not abrogated by offences provided by the Code on which the prisoners might have been prosecuted."

It was further submitted that the case of the Union and the officers was prejudiced because Mr. Justice Dohm had refused to rule at the outset of the proceedings in the Court below whether the alleged contempt was civil or criminal in nature.

To Chief Justice Davey, "the fact that the Court moved *ex mero motu* showed that the contempt alleged was criminal in nature". Outside of the question whether there was any obligation upon a Judge to label proceedings civil or criminal in advance, the Chief Justice thought that the only possible prejudice might be the difficulty of counsel for the union and its officers in deciding whether the guilt of their clients would be determined by the standard of proof required in civil or in criminal cases.

As it turned out, counsel called no evidence on behalf of the union or its officers, and Chief Justice Davey presumed that counsel therefore believed that guilt had to be made out beyond a reasonable doubt, as in a criminal case. Moreover, Mr. Justice Dohm ultimately held the contempt to be criminal in nature and incidence. It was concluded by the Chief Justice that no prejudice was suffered.

Canadian Bill of Rights

A submission was made that the union officers had been denied their right under the Bill of Rights to be tried by an impartial tribunal. The argument was that Mr. Justice Dohm, by issuing the "show cause" order, had concluded that there was a *prima facie* contempt, and so his mind was to some degree closed against the union officers; it was said that Mr. Justice Dohm should have requested another Judge to conduct the hearing on the "show cause" proceedings.

Chief Justice Davey rejected this submission, saying that it "ignores the essential nature of judicial decision." He continued:

> Judges every day have to decide questions whether evidence is sufficient to justify a process being issued, or whether the defence should be called upon to answer a *prima facie* case. These decisions have to be made *ex parte* or *inter partes*, depending on the circumstances. But it has seldom been argued that, by making such an interlocutory decision, a judge closed his mind to the question ultimately to be decided . . . . This submission was made and rejected *In re Evening News, Newspaper*, . . . and it was not advanced at all in *Reg. v. Gray* [(1900) 2 Q.B. 36], or in *Poje's* case, . . . It is without substance.

Nullity of Injunction Urged

It was submitted that the union and its officers were not guilty of contempt because the second injunction, issued on March 23, 1967, was invalid and a nullity on the grounds that:

> (1) It violated the express provisions of the order made by the same Judge the previous day, which allowed the plaintiffs to apply on two clear days' notice to the Union for any further order required in the circumstances. The order of the 23rd was made *ex parte*.
>
> (2) It ordered persons to be designated by the Union to order other men to work.
>
> (3) It ordered a person to be designated by the Union to order employees of a non-party to work.
>
> (4) It was a violation of Section 6 of the *Trade-unions Act* R.S.B.C. 1960, cap. 384, which, among other things, provides that an *ex parte* injunction when issued shall not be for more than four days."

For two reasons, Chief Justice Davey rejected this argument. First, he said that even if the second injunction order was wrongly made, it dealt with legal rights and obligations that are a proper subject for litigation in the B. C. Supreme Coutr; and the order itself was a kind that the Supreme Court may make in the course of such litigation. The second injunction was, therefore, not a nullity and had to be obeyed until it was set aside. Second, the Chief Justice said that the union and officers were not charged with disobeying the injunction but were charged and found to be in contempt for, among other things, "ridiculing the Court and its process, and weakening its authority." In the opinion of the Chief Justice, "that conduct was contemptuous even if the order were a nullity, which it is not."

Gross Contempt Found

It was argued on behalf of the union and its officers that no contempt was intended; rather, the union officers, by calling a vote, were attempting only to reconcile their obligations under the second injunction with their obligation under the union constitution to seek authorization from a majority of the membership to settle any strike.

Chief Justice Davey thought that the evidence established beyond a reasonable doubt that this was not the real purpose of the officers. He admitted that there were some matters in the injunctions that might have perplexed laymen. "But if the appellants had been confused," he said, "one would have expected them to have gone into the witness box and said so, and explained why they acted as they did, and how their conduct would have resolved their difficulty. But they deigned neither to call nor to give evidence." The Chief Justice noted that an affirmative vote by the membership would have resolved the alleged constitutional difficulty, but that the predictable negative vote would have compounded the difficulty by putting the Union officers directly between the order of the Court and the order of the members. Chief Justice Davey continued:

> "Men honestly perplexed would have taken legal advice, but there is no evidence the appellants did so, or if they did, that they acted in accordance with it. The obvious and effective thing to do

if the injunction had been wrongly granted, if its terms were too obscure to be obeyed, or if it created constitutional difficulties for the appellants, would have been to move to have it set aside or modified. But no motion was made.

"The ordering of the vote before obeying the injunction, the wide publicity given the fact that a vote was being taken on whether to obey the injunction, and the comments made in that publicity were calculated and intended to ridicule the Court and its process, to lower the authority and prestige of the Court, and to bring it into scorn and disrespect. The inference that was the intention is irresistible. That conduct was a gross contempt, *Reg. v. Gray* (1900) 2 Q.B. 36, and in the prevailing circumstances one of the most dangerous kind."

J. H. Nichol Acquitted

It was not denied that the general executive board — consisting of H. Steve Stavenes, Homer Stevens, J. H. Nichol, and a number of other officers and member selected by the union convention — ordered the vote to be taken, or that the press releases and the bulletin were published and circulated by the board on behalf of the United Fishermen and Allied Workers' Union. Nor was it denied that Homer Stevens, Union Secretary-Treasurer, participated in ordering the vote and in preparing and circulating the publicity. It was submitted, however, that Mr. Stavenes and Mr. Nichol were not implicated by the evidence.

In Chief Justice Davey's opinion, evidence contained in the bulletin of March 27 showed that Mr. Stavenes and Mr. Nichol were not in Vancouver (where union headquarters is situated) when the second injunction was served there, but did not show, as it was argued on their behalf, that the two officers were absent when the vote was ordered by the general executive board two days later.

The fact that Mr. Stavenes's name was signed to the telegram ordering the vote, as it was reproduced in the second press release, was inadmissible evidence because it was not shown that he had anything directly to do with its composition or publication. Chief Justice Davey stated, however, that Mr. Stavenes was President of the union, whose duties, it seemed, extended to general supervision of the business of the union, including the publicity concerning the strike in Prince Rupert. If he did not know of this publicity, he should have given evidence to the Court to this effect. The Chief Justice concluded that "those two press releases and the bulletin were admissible against Stavenes and prove his participation in the contempt."

Chief Justice Davey found no direct evidence that J. H. Nichol had participated in ordering the vote or in the composition and publication of the press releases and bulletin. Under his duties as union business agent, he was not responsible for the publicity, so his guilt would have to rest upon the fact that he was a member of the general executive board that ordered the vote and allowed the publicity.

In the opinion of Chief Justice Davey, that was not enough to implicate Mr. Nichol. Since the "show cause" order did not call upon the general executive board as a body, but only upon the union and ntavenes, Stevens and Nichol, it was Secessary to make out a *prima facie* case showing that Nichol was implicated. The Chief Justice concluded that "Nichol has not been shown to be implicated in the contempt, and he must be acquitted."

Liability of the Union for Contempt

It was argued that a trade union, either as a legal entity or as an aggregation of persons operating under a collective name, cannot be punished for contempt. Two arguments were forwarded to this effect.

First, relying on a case involving two limited companies, *Re Hooley: Ex parte Hooley* (1899) 79 L.T. 706, it was said that a trade union, even if it were a body corporate, cannot be attached or committed for contempt. Chief Justice Davey, however, understood that the *Hooley* case pointed out "the impossibility of imprisoning a purely notional body" such as a body corporate. He could not understand the *Hooley* case if it was intended to suggest that a body corporate cannot be punished for contempt by fine, one of the established methods for punishing contempt. "In my opinion," the Chief Justice concluded, "a body corporate may be so punished for contempt." He cited *The King v. Hammond & Co. Limited* (1914) 2 K.B. 866 in support of rejecting the argument.

Second, it was submitted that the Supreme Court of Canada, in *International Brotherhood of Teamsters v. Therien* (L. G. 1960, p. 276), held that a union is a legal entity for the purposes of the B. C. Labour Relations Act and the B. C. Trade-unions Act, and is capable of suing and being sued in respect of such matters. Counsel for the union further argued that contempt proceedings are not matters arising under these Acts or under the ruling in the *Therien* case; because a trade union is not a body corporate, it cannot be treated as a legal entity for other purposes than those declared by the Trade-unions Act or by the authority of a Court decision.

In response, Chief Justice Davey cited *Nissho (Canada) Ltd. et al. v. International Longshoremen's and Warehousemen's Union et al.; Re Attorney-General for British Columbia v. Barker* (1965) 5 D.L.R. (2d) 758, in which the B. C Supreme Court held upon the authorit of *Re Patterson and Nanaimo Dry Clean ing and Laundry Workers Union, Local* (1947) 63 B.C.R. 493 and the *Therie* case that a trade union is a *person juridica* that can be punished for con tempt.

Rather than analyze the extent to whic the *Patterson* and *Therien* cases are appli cable since the enactment in 1959 of th present B. C. Trade-unions Act tha specifies the particular purposes for whic a trade union is to be a legal entity, th Chief Justice disposed of the union's sub mission on the narrow ground that th Trade-unions Act made the Unite Fishermen and Allied Workers' Union legal entity for the purpose of contemp proceedings in the case at bar. Chie Justice Davey explained:

> Since Section 7 (2) [of the B. C Trade-unions Act] regards trade union as legal entities for the purpose of bein sued for an injunction, and being lega entities for the purposes of such suits they are legal entities for the pur poses of the suits, including punishmen for contempt which they commit a suitors. The contempt of the appellan Union was committed in an actio against it claiming an injunction, an in respect of the injunction that ha been made against it. It is therefore legal entity under the Act for the pur pose of being punished for that con tempt. I would reject this ground o appeal, but note that this reasonin leaves open the question of the positio of a union that may commit a contemp in a matter to which it is not a party.

Convictions Upheld

The appeal of J. H. Nichol was allowed resulting in his acquittal of the contemp charge. The appeals of the United Fisher men and Allied Workers' Union and o H. Steve Stavenes and Homer Steven were dismissed, thereby upholding th decision of the British Columbia Supreme Court.

Regina v. United Fishermen & Allied Workers' Union et al. 67 C.L.L.C., para 14, 063; (1968) 62 WWR, Part 2, p. 65 (1968) 65 D.L.R. (2d) 579.

QUEBEC COURT OF QUEEN'S BENCH

On September 8, 1967 the Quebec Cour of Queen's Bench, in allowing an appea from a judgment of the Superior Court set aside a decision of the Quebec Labou Relations Board in an inter-union process The Court of Appeal made a distinctio

between the sittings and the decision-making of the Board. The Court held that the provisions of the Quebec Labour Code that restrict the power to vote to the chairman (and vice-chairmen) in the case of an inter-union process applied only to decision-making, and did not apply to sittings and deliberations of the Board.

In other words, the chairman (or vice-chairman), when presiding over a panel of the Board in an inter-union process, has the exclusive power to make the decision; but he alone cannot conduct the hearing. For the validity of his decision, it is required that two non-voting members of the panel, one representing the employees and another representing the employers, take part in the sittings and deliberations. The Court consequently ruled that a decision which is rendered by a vice-chairman alone, without the advice of two other members of the panel who are acting in a consultative capacity, was illegal and void.

Circumstances of Dispute

Sherbrooke Machineries Limited had a collective agreement with Local 866 of the International Association of Machinists. It was to expire on November 4, 1966. In November 1964, the operations of Sherbrooke Machineries Limited had been integrated with those of the Canadian Ingersoll Rand Co., Limited. As the result of this amalgamation, the Ingersoll Rand Company applied to the Quebec Labour Relations Board to substitute its name for that of Sherbrooke Machineries Limited on the document of certification. The Board granted this request on December 3, 1964.

On December 7, 1964, Local 6670 of the United Steelworkers of America applied to the Labour Relations Board for certification as a bargaining agent for the employees of the Ingersoll Rand Company. The Company objected to the application on the grounds that Local 866 of the International Association of Machinists had been already certified with regard to the same employees, and that there had been a collective agreement still valid for almost two years. The Company took the position that the effect of the Board's decision of December 3, 1964 was to extend to the employees of the Ingersoll Rand Company the certification and the collective agreement which had previously applied only to the employees of Sherbrooke Machineries Limited.

Later in a decision dated March 30, 1965, one of the vice-chairmen of the Boardcertified Local 6670 of the United Steelworkers of America as a bargaining agent for all the employees, within the meaning of the Quebec Labour Code, employed by the factory of the Canadian Ingersoll Rand Co., Limited, 375 Courcelette Street in Sherbrooke—excluding the office employees, patternmakers and watchmen—and for those employed by the factory located at 880 Randrill Street, Sherbrooke, which before the amalgamation with Ingersoll Rand Company had been the plant of Sherbrooke Machineries Limited.

The Ingersoll Rand Company contested the decision of March 30, 1965, by applying for a writ of prohibition against the Labour Relations Board on the grounds that the Board, by certifying the Steelworkers' Union, had exceeded its jurisdiction.

The Superior Court granted the writ as requested, but later, following the hearing of the case, Chief Justice Dorion, by his judgment of August 25, 1966, quashed the writ of prohibition and upheld the decision of the Board. The judgment of Chief Justice Dorion was appealed by the Ingersoll Rand Company.

Inter-union Process

The main argument of the company before the Superior Court and the Court of Appeal was that the decision of the Labour Relations Board was illegal, void and *ultra vires* because it was rendered by one of the vice-chairmen of the Board acting alone.

In rendering the judgment of the Court of Appeal, Chief Justice Tremblay, of the Court of Queen's Bench, referred to the following sections of the Quebec Labour Code:

> S.103 The sittings of the Board shall be presided over by the chairman or one of the vice-chairmen. The members representing the employers and those representing the employees shall sit thereon in equal numbers.
>
> S.104 Several sittings may be held simultaneously. The chairman or, in his absence, the first vice-chairman, shall designate the members for each sitting and may change such designation at any time.
>
> S.105 Three, comprising the chairman or a vice-chairman and two other members, shall constitute a quorum of the Board.
>
> S.106 The decisions of the Board shall be taken by a majority of votes of the members present.
>
> S.107 When the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberations but does not vote.
>
> The foregoing provision shall not apply in the case of an inter-union process but in such case the members representing the employers and employees shall not vote.

Sittings and Decisions of the Board

In the opinion of Chief Justice Tremblay, these sections clearly distinguish between the sittings and the decisions of the Board. To hold a sitting of the Board, it is necessary to have at least three members, one of whom is the chairman or a vice-chairman. As a general rule, it is sufficient to have a majority vote of the members present to render a decision. But, as an exception from this rule, in case of inter-union process, the members other than the chairman and the vice-chairmen do not vote — that is, they do not take part in the decision of the Board. This exception applies only to the decision, however, and not to the sitting. Consequently, in the case of inter-union process, the vice-chairman alone can decide such a dispute; but he cannot alone proceed with the sittings required for the examination of the dispute and for deliberations.

Vice-Chairman Acted Alone

With reference to the case at bar, Chief Justice Tremblay noted that the decision signed by the vice-chairman alone did not mention any sitting with other members of the Board. The testimony of the legal adviser to the Board did not indicate the existence in the files of the case of the minutes of the hearing of the dispute; he was, moreover, unaware of any minutes of deliberations.

In the opinion of the Chief Justice, the parties to the dispute should be able to verify whether the members of the Board hold sittings according to the law. Apparently, in questioning the Board's legal adviser, counsel for the company had proved the allegation that the vice-chairman had acted alone.

Chief Justice Tremblay noted further that the Board's legal adviser did not find any minutes to indicate that the vice-chairman considered the case with other members of the Board. Nor did the text of the decision contain any reference to the participation of other members. The Chief Justice concluded that the vice-chairman of the Board alone dealt with the dispute. Because the decision rendered by the vice-chairman was made without the advice of at least two other members of the Board acting in a consultative capacity, it was therefore illegal and void.

Appeal Allowed

The Court of Appeal allowed the appeal from the judgment of Chief Justice Dorion, and prohibited the Labour Relations Board from giving effect to its decision of March 30, 1965, which was held illegal. On the other hand, the Court did not prohibit the Board from considering the application for certification presented by Local 6670 of the Steelworkers' Union, which application the Court considered as still pending before the Board.

Canadian Ingersoll Rand Company Limited v. Commission des Relations de Travail du Québec et Métallurgistes-Unis d'Amérique, Local 6670 (1967) R.J.B.R. No. 9, p. 794.

Unemployment Insurance Report — January

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

There were 633,300 claimants for unemployment insurance benefit, on January 31, 1968, which was the highest number recorded since 1963. This was 132,000 more than the 501,500 on December 29, 1967. Males accounted for more than 80 per cent of the December-to-January increase.

Compared with the end of January 1967, there were 101,000 or 20 per cent more claimants at January 31 this year. The rate of change was the same for both males and females.

The monthend claimants included 118,000 who were qualified for seasonal benefit. This was 50,000 more than at the end of December 1967, and 16,000 more than at the end of January 1967.

Of those on claim at the end of December 1967, fewer than 40 per cent had been on claim for more than 4 weeks; on January 31, 1968, this proportion exceeded 55 per cent. This is in accordance with the usual seasonal pattern.

Initial and Renewal Claims

A total of 295,800 initial and renewal claims for benefit were filed in local offices across Canada during January. This was 25,000, or 9 per cent, more than the number filed during December 1967, and 41,000, or 16 per cent, more than during January 1967.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated to be 380,900 for January, 254,700 for December 1967 and 354,200 for January 1967. Benefit payments totalled $50.8 million in January, $26.6 million in December 1967 and $41.4 million in January 1967. The average weekly benefit payment for the three dates under consideration were $26.66, $26.09 and $25.96 respectively.

Provincial Data

Increases in the monthend claimant count over the previous month occurred in all provinces. Although fewer than one fifth of the claimants at the national level qualified for seasonal benefit, this proportion was one third in the Atlantic Region.

With the exception of Ontario, which accounted for more than 90 per cent of the increase from the previous month in claims filed, numerically small changes occurred in all provinces. In Ontario, layoffs in the automotive industry were a contributing factor.

Increases occurred also in all provinces in the monthend claimant count from the previous year. Ontario, where one third of the claims were filed this month, accounted for 18 per cent of the increase, the same proportion as in the Prairie provinces, which accounted for only 11 per cent of the number filed.

Summary Table

Activity	Jan. 1968	Dec. 1967	Jan. 1967	Cumulative Data 1968: January to January	Cumulative Data 1968: 12 months ending January
			(in thousands)		
Insured population as at monthend..	—	4,937	4,700	—	—
Initial and renewal claims filed					
Total	296	271†	254†	296	1,858†
Initial	228	204	201	228	1,363
Renewal	68	66	54	68	496
Claimants currently reporting to local offices	633	502	532	633*	376*
Regular	515	434	429	—	—
Seasonal benefits	118	68	102	—	—
Fishing	22	14	23	—	—
Beneficiaries (weekly average)	381	255	354	381*	270*
Weeks compensated	1,905	1,019	1,594	1,905	14,162
Benefit paid	$50,765	$26,581	$41,383	$50,765	$362,028
Average weekly benefit	$ 26.66	$ 26.09	$ 25.96	$ 26.66	$ 25.56

*Monthly average.

†Discrepancy between totals and sub-totals due to rounding.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Sweden considers 40-hour week

Some two million workers in Sweden may be enjoying a 40-hour workweek in the next few years.

Members of Sweden's State Commission have agreed unanimously that the shorter workweek should be in effect by the early 1970s, but the final decision and the introduction of legislation rests with the Social Democratic Government and Parliament.

A majority of the workers, 1,600,000, belong to the Swedish Confederation of Trade Unions (LO), who successfully negotiated in 1966 with the Swedish Employers' Confederation (SAF) for a reduction of the standard 45-hour week to 42½ hours over a three-year period. The only exceptions among workers belonging to the LO are underground miners, who are presently on a 40-hour week and are asking for a 32-hour week.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2731

A claimant filed an initial application for benefit, and registered for employment as a labourer.

He had last worked in this capacity at a weekly salary of $76.80, when he terminated his employment to attend a barbering course. The employer reported that the claimant had left the company to pursue his studies.

The claimant stated that he had been attending a five-month barbering course six days a week from 8.20 a.m. to 5 p.m., and that he had to pay the $350 tuition fee himself. He said that, if he were offered full-time employment, he would not be able to accept it because of the demands of the course. He also pointed out that he spent his evenings studying the hygiene aspect of the course at home.

The claimant was given two reasons for having been disqualified from benefits: 1. because for two weeks he had voluntarily left his employment without just cause; and 2. because, for the duration of the course, his training would occupy him full-time, thereby making it impossible for him to show that he was available for work.

Claimant's appeal to the Board

In his appeal to the Board of Referees, the claimant declared:

> . . . You tell me that my benefits are suspended for as long as I fail to show that I am available for work.
>
> I am at present attending a full-time training course from 8.30 a.m. to 5 p.m. In the evening, I must study a hygiene course for my future trade. I will be available for work as soon as my training course is over. I will then be able to work full-time.
>
> I wish to appeal this decision to a Board of Referees because my course is costing me $350, equipment and board not included; I am not from Montreal and must pay for everything myself . . .
>
> I left my employment because the school called me to take my training course, which takes up all my time during the day; I must personally pay all the expenses arising from my training course. I will be available for employment when my training course ends . . . .

The Board of Referees heard the appeal. The claimant did not attend and was not represented. The unanimous decision of the Board of Referees reads, in part, as follows:

> The Unemployment Insurance Commission previously directed students to schools, and these students, when they were so directed by the Commission, were entitled to their unemployment insurance benefits. Of late, because of a rather complex agreement between the federal and provincial governments, the UIC has stopped directing students to courses. However, allowances may be granted to these students under a federal-provincial agreement, but they are not distributed by the UIC.
>
> In spite of its sympathy for the claimant, the Board of Referees unanimously upholds the two decisions of the insurance officer, and dismisses the claimant's appeal.

Appeal to the Umpire

The claimant then appealed to the Umpire. The grounds for appeal were as follows:

- the claimant based his claims on different sections of the Act from those used by the Commission to reject the claim;
- the barber school is a trade school and course of training approved and recognized by the Commission as being competent and qualified for direction to it of persons in a position to benefit from such trade training;
- the Commission has validated the continued furnishing of compensation by the Commission to students attending such or similar courses of trade training under broad interpretation of the provisions of the Act;
- the claim was rejected on the basis of a federal-provincial agreement, although the claimant maintains that no such agreement was then in actual existence and force;
- the claimant did not leave his last full-time employment arbitrarily but only after having been notified by the school of an opening;
- the exigencies of the course at the school do not permit a student to undertake full-time work until the five-month term of the training is completed;
- the claimant did not voluntarily leave his last full-time employment without just cause;
- the Unemployment Insurance Act was neither designed nor intended to prevent persons from seeking training and qualifications that would better qualify them for future employment; and
- the decision of the insurance officer constituted an unfounded and discriminatory prejudice to the claimant.

Observations

The insurance officer submitted the following observations:

(a) The claimant is admittedly not available for employment, nor is he relieved of the obligation of proving his availability for work under a section as no duly authorized officer of the commission has directed him to a course, which is the essential condition for being considered available for work, even though he does not otherwise fulfil the

normal conditions because of the course.

(b) A claimant directed by a duly authorized officer of the Commission to a training course does not have to prove his availability for work. On the other hand, a claimant who takes a course on his own initiative does not enjoy this advantage and is required to prove his availability while he is attending his course in the same manner as other claimants in general are required to do.

(c) There is nothing in the Act that entitles a claimant to demand to be directed to a training course. However, certain officers of the Commission are authorized to direct a claimant to attend such a course for the purpose of helping him to become or to remain capable of obtaining or resuming work, but this question is not within the jurisdiction of the adjudicating authorities, including the Umpire and the Board of Referees.

(d) In his statement of observations, the claimant mentions that the barber school is a trade training school recognized and approved by the Commission. It must be pointed out that what entitles the claimant to the advantages provided for in the Act is not the fact that the course or the school to which the claimant has been directed has been approved or recognized by the Commission but rather that a duly authorized officer of the Commission has directed him to the course in order to help him to become or to remain capable of obtaining or resuming work. Nothing in the evidence indicates that such a direction was given to the claimant.

(e) Under the circumstances, as the decision of the Board of Referees is in accordance with the Act and the jurisprudence, the appeal made by the claimant must be dismissed.

Considerations and Conclusions

In the appeal, the Umpire expressed admiration for a young man who, like the claimant, has enough ambition to impose on himself the sacrifices required to improve his lot. He subscribed to the opinion that everything should be done to encourage similar initiatives.

He noted, however, that the powers of the Umpire are limited to deciding whether the claimant has rightly been disqualified from benefit under sections of the Unemployment Insurance Act.

According to the jurisprudence established by the Umpire in previous decisions, to leave one's employment to attend a course of instruction or training is to put one's self voluntarily, and for reasons of a purely personal nature, out of work. Even though such reasons "are commendable in a sense," they do not constitute "just cause" within the meaning of the act, the Umpire noted. The claimant was therefore rightly disqualified from benefit, and, as the extenuating circumstances have been taken into account by limiting the duration of the disqualification to two weeks, the Umpire confirmed the unanimous decision of the Board of Referees on this point.

As to the claimant's availability for work, he had himself categorically affirmed that he would not be available until the end of his course, the Umpire noted. The Act stipulates that an insured person is disqualified from receiving benefit in respect of every day for which he fails to prove that he was available for work. On the other hand, as the claimant had failed to show that the Commission directed him to a training course, the relevant section of the Act did not apply to his case. Again, the Umpire comfirmed the decision of the Board of Referees.

The responsibilities, authority or polic of the Unemployment Insurance Com mission in the exercise of its right t determine whom it should direct, wher when and how it should direct a claiman to a course of instruction or training, an questions which do not come within th jurisdiction of the Umpire. The only fac that the Umpire may take into account i a case such as this one is whether th Commission has directed the said claim ant to a course, and this is simply question of fact, the Umpire pointed ou

For all the above reasons, he confirme the unanimous decision of the Board c Referees and dismissed the claimant appeal.

Technical Notes to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not com pletely processed at the end of the month a shown as "pending."

Claimants are required to report every tw weeks by mail to the local office. Informatio on the number of claimants currently repor ing to local offices is obtained by a count individual unemployment registers in th currently active file at the month-end (Tabl E-2). Once a claim is taken, the document c which the record of activity is maintaine (the unemployment register) is placed i the active file, and it becomes dormant on after the scheduled reporting pattern ha been broken twice in succession or th claimant finds work. The count of week on claim represents the number of week of proved unemployment since the most re cent separation from employment. When new unemployment register is prepared, be cause the previous claim has terminated an a new entitlement has been computed, th number of weeks is calculated from the da of actual separation from employmen Information on the number of weeks on clai is based on examination of a 20-per-cen sample of unemployment registers.

Payment data are provided by Treasur Offices of the Unemployment Insuranc Commission and relate to transactions durin a month. In some cases, the compensate unemployment would have occurred in prior month. Data cover partial as well a complete weeks.

Estimates of the insured population (Tab E-1) are based on an estimate of person either working in insured employment or o claim at June 1 each year. Monthly estimate of insured employment are projected fro the June 1 figure, using employment indexe for individual industry divisions as publishe in "Employment and Average Weekly Wage and Salaries" (Employment Section, Labou Division, DBS) (DBS Cat. No. 72-002). Th number of claimants recorded at the month end, as described above, is added to provid the total estimate.

*Under the "Training Allowances Act—1966" the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

Publications Received in the Department of Labour Library

List No. 231

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Arbitration, Industrial

1. BRISSENDEN, PAUL FREDERICK. *The Settlement of Labor Disputes on Rights in Australia.* Los Angeles, Institute of Industrial Relations, University of California, 1966. Pp. ix, 131.

Partial contents: The apparatus and its functioning. Effects of doctrines of interstateness and ambit on arbitration functions. Labor disputes on rights and on interests. Methods of dealing with rights disputes. Australian grievance settlement: U.S. style. Conclusions. Appendix A: The cases. Appendix B: The statutes.

2. GREAT BRITAIN. COURT OF INQUIRY INTO THE DISPUTE BETWEEN THE BRITISH AIR LINE PILOTS ASSOCIATION AND THE NATIONAL JOINT COUNCIL FOR CIVIL AIR TRANSPORT. Report. London, HMSO, 1967. Pp. 31, [1]

Mr. A. J. Scamp, chairman.

The Court of Inquiry's terms of reference were "to inquire into the causes and circumstances of the following dispute and to report thereon, namely, the dispute about the arrangements for the negotiation and settlement of terms and conditions of employment for members of the British Air Line Pilots Association between, on the one hand, employers represented on the Employers' Side of the National Joint Council for Civil Air Transport and workers represented by the trade unions (other than the British Air Line Pilots Association) on the Employees' side thereof and, on the other hand, members of the British Air Line Pilots Association."

3. GREAT BRITAIN. COURT OF INQUIRY INTO TRADE DISPUTES AT THE BARBICAN AND HORSEFERRY ROAD CONSTRUCTION SITES IN LONDON. *Report.* London, HMSO, 1967. Pp. 85, [1].

John Cameron, chairman.

At head of title: Industrial Courts Act, 1919.

Over forty work stoppages occurred during 1965 and 1966 on two building sites, involving three unions. This report explains the background of the disputes and the issues involved and makes recommendations for resolving the disputes.

Automation

4. INDUSTRIAL RELATIONS COUNSELORS, INC. *Computer Technology — Applications for Management. Papers presented at a Symposium conducted by Industrial Relations Counselors, Inc., held at Greenwich, Connecticut, September 22-23, 1965.* New York, 1967. Pp. 106.

Contents: Industrial relations in the computer age. A top-management information system. The impact of computer technology on middle management. Applications in engineering and science. A computer-oriented personnel information system. Organization planning and the impact of computer technology. An industrial education in the automated environment.

5. LITHOGRAPHERS AND PHOTOENGRAVERS INTERNATIONAL UNION. *Technological Developments in the Graphic Arts*, [New York, n.d., 1967 ?] Pp. 96.

Business

6. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Directorship Practices*, by Jeremy Bacon. New York, 1967. Pp. 170.

Describes the make-up, functions, compensation, and legal status of boards of directors. Contents: Size and composition of boards. Election of directors. Legal responsibilities, liabilities and protection of directors. Board meetings and reports to directors. Committees of the board.

7. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and managing a Small Automatic Vending Business*, by Walter W. Reed. Washington GPO, 1967, Pp. 70.

Provides such information as how to get started, how to finance the enterprise, where to get machines and supplies, where to put the machines, how to keep records, etc.

Collective Agreements

8. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Response to Technological Change; a Study of Technological Change Provisions contained in Major Collective Agreements effective in Canadian Industries.* Ottawa, 1967. 1 vol. (various pagings).

This analysis is based on a survey of 471 recent agreements covering 500 or more workers.

9. QUINET, FELIX. *The Collective Agreement in Canada; the Study of its Contents and of its Role in a Changing Industrial Environment, 1967; a Series of Eight Papers.* Ottawa, Canada Department of Labour, Economics and Research Branch, 1967. Pp. 116.

"The papers presented here, with the exception of the last one, have already been published in *Relations industrielles — Industrial Relations*, the quarterly journal of the Department of Industrial Relations at Laval University Québec."

Contents: The analysis of collective agreements: methodological aspects. Study of collective agreements effective in Canadian manufacturing industries in 1962. Comments on the results of a study of collective agreements (covering a total of 275,000 employees) in force in Canadian manufacturing industries (1962). Implications of technological change for the role of statistics and research in collective bargaining and industrial relations. Technological change and collective agreements. Collective agreement provisions regarding technological

changes. The need for analyzing collective agreements in Canada. Technological innovations and collective bargaining.

Discrimination in Employment

10. INTERNATIONAL LABOUR OFFICE. *Equality in Respect of Employment under Legislation and Other National Standards.* Geneva, 1967. Pp. 135.

This volume shows "the ways in which policies of safeguarding or promoting equality of opportunity and treatment in employment have been expressed in national instruments of various kinds, whether constitutions, laws, judicial decisions or collective agreements."

ORGANISATION INTERNATIONALE DU TRAVAIL. *L'égalité en matière d'emploi dans les législations et autres normes nationales.* Genève, 1967. Pp. 142.

11. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Human Rights in Canada related to Employment,* [Ottawa, 1967 ?] Pp. 16.

Appendix: Federal and provincial acts bearing on anti-discrimination: p. 15-16.

Contents: Background. Anti-discrimination laws. Fair employment practices laws. Employment egencies. Government contracts. Training and rehabilitation. Equal pay. Collective agreements. Other laws. Education and publicity.

12. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Is your Productivity being Undermined?* Ottawa, Queen's Printer, 1967. Pp. 11.

This pamphlet points out the importance of business firms observing a fair employment policy.

CANADA. MINISTERE DU TRAVAIL. DIRECTION SUR LES JUSTES METHODES D'EMPLOI. *Votre productivité est-elle sapée?* Ottawa, Imprimeur de la Reine, 1967. Pp.13.

Economic Conditions

13. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Atlantic Economy; Report; First Annual Review; Summary.* Halifax, 1967. Pp. 17.

14. LITHWICK, NORMAN HARVEY. *Economic Growth in Canada, a Quantitative Analysis.* Toronto, University of Toronto Press, 1967. Pp. 128.

The author's doctoral dissertation formed the basis of this study.

Partial contents: A model of economic growth. Economic growth in Canada, 1926-56. Contribution of inter-industry shifts, Canada, 1937-61. Contribution of inter-industry shifts, United States, 1929-57. Growth in Canada and the United States since 1890.

15. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlock, 1967; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 28, 1966.* New York, c1967. Pp. 125.

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1968; a Discussion by the Conference Board Economic Forum and Guests, held at the Waldorf-Astoria, New York City, November 27, 1967.* New York, 1968. Pp. 125.

A forecast of business conditions in 1968. Some of the topics discussed were British devaluation of the pound and the effect on the U.S., the money market and balance of payments, prices and wages, business investment, consumption, and the cyclical picture.

17. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. OFFICE OF THE CHIEF ECONOMIST. *The Economic Process.* Toronto, Queen's Printer, 1967. Pp. 77.

"This book is intended as a companion piece to *The Economy of Ontario.*"

Provides an introduction to the study of economics, simpl presented for high school students and for the general reade Contents: The basic circular flows of the economic process How prices are determined in the business sector. How mone is created. The costs of production. International trade. Th role of government. Problems and solutions.

Education

18. [CONFERENCE ON THE EDUCATIONAL IM PLICATIONS OF SOCIAL AND ECONOMIC CHANGE UNIVERSITY OF NOTTINGHAM, 1966]. *The Educationa Implications of Social and Economic Change; Report of Conference called by the Schools Council in Preparation fo raising the School Leaving Age.* London, HMSO, 1967. Pp. 90

19. WHITWORTH, FREDERICK E. *The Publication o Educational Research in Canada: a Survey* [by] F. E. Whitwort [and] René Marineau. Ottawa, Canadian Council for Researc in Education [1967]. Pp. 24.

Title in French: La publication de la recherche en éducatio au Canada: une enquête.

WHITWORTH, FREDERICK E. *La publication de l recherche en éducation au Canada:* une enquête [par] F. E Whitworth [et] René Marineau. Ottawa, Conseil canadie pour la recherche en éducation [1967] Pp. 26.

Industrial Relations

20. ASSOCIATION FOR HISTORICAL RESEARC IN ECONOMICS. *The Peace Agreement of July 19th, 193 in the Swiss Engineering and Metalworking Industries; Konra Ilg, 1877-1954; Ernst Dübi, 1884-1947.* Zurich, 1967. Pp. 115

An account of an agreement between employers and em ployees in the Swiss engineering and metalworking industries which agreement bound the parties to avoid militant method when negotiating general working conditions. Instead, the bargain as equal partners. Since 1937 other industries hav followed the example of the engineering and metalworkin industries. A biography of the principal negotiators is included Konrad Ilg was President of the Swiss Metalworker's an Watchmakers' Union (and also secretary of the Internationa Metalworkers' Federation) and Ernst Dübi was Presiden of the Employers' Association of Swiss Engineering an Metalworking Industrialists.

21. CARDIN, JEAN-REAL. *Canadian Labour Relation in an Era of Technological Change.* Ottawa, Queen's Printe 1967. Pp. 57.

"This study was commissioned by the Economic Council o Canada is one of a group of background papers for the Secon National Conference on Labour-Management Relations, held in Ottawa, March 21 and 22, 1967."

Title in French: "Les relations du travail au Canada fac aux changements technologiques."

Partial contents: The Canadian labour movement. Manage ment in Canada. Collective bargaining. The role of govern ment. Towards improved Industrial Relations.

CARDIN, JEAN-REAL. *Les relations du travail au Canad face aux changements technologiques.* Ottawa, Imprimeur d la Reine, 1967. Pp. 66.

Table des matières: Le syndicalisme au Canada. Le mond patronal au Canada. La convention collective. Le rôle de pouvoirs publics. Vers des relations industrielles améliorées.

Labour Organization

22. BAIN, GEORGE SAYERS. *Trade Union Growth an Recognition, with Special Reference to White-Collar Unions i Private Industry.* London, HMSO, 1967. Pp. 116.

[Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 6.

"Essentially, Mr. Bain argues that the continued growth and effectiveness of the trade union movement requires the unionization of the rapidly growing white-collar labour force, and that this, in turn, is dependent upon Government action to encourage union recognition."

23. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Trade Union Activities in the Field of Housing and Building*. Brussels, 1966. Pp. 46.

24. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Requirements for electing Union Officers, as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act, as amended*. Rev. ed. Washington, GPO, 1967. Pp. 49.

Labour Supply

25. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. PILOT PROJECTS BRANCH. *The Canada NewStart Program*. Ottawa, 1967. Pp. 18.

"The objective of the Canada NewStart Program is to develop, through research and experimentation, methods and programs which can be implemented on a widespread basis to prepare unemployed and underemployed adults for stable and rewarding employment."

26. GALLAWAY, LOWELL EUGENE. *Interindustry Labor Mobility in the United States, 1957 to 1960*. Washington, GPO, 1967. Pp. v, 330.

U.S. Social Security Administration. Office of Research and Statistics. Research report no. 18.

Considers labour mobility in different age groups and industries, labour mobility among Negroes, and among women, the business cycle and labour mobility, etc.

27. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Manpower Perspective of Columbia*. by Dieter K. Zschock. Princeton, 1967. Pp. 151.

"A project undertaken in collaboration with the Inter-university Study of Labor Problems in Economic Development."

An analysis and projection of population and labour force trends in Colombia with a forecast of the likely extent of unemployment and underemployment up to 1980. There is also an evaluation of Columbia's education and training system.

Labouring Classes

28. DeCARLO, CHARLES R. *Systems Design and Nature of Work*. Washington, U.S. Dept. of Labor, Manpower Administration, 1967. Pp. 40.

A Seminar on Manpower Policy and Program.

"Condensed transcript of the seminar held in Washington, D.C., November 17, 1966."

This was one of the series of Seminars on Manpower Policy and Program sponsored by the U.S. Department of Labor, Manpower Administration. The author, Director of Automation Research for the International Business Machines Corporation, discusses the changing nature of work. A discussion period followed the talk.

29. EVANS, ROBERT. *Public Policy toward Labor*. New York, Harper & Row, 1965. Pp. viii, 214.

Paperback book.

"This book is primarily concerned with the development, application, and appropriateness of [U.S.] federal labor policy as it affects union-management relations."

30. FARMER-LABOUR-TEACHERS' CONFERENCE, 8th, 1967. *Report of the . . . Conference, UAW Education Centre, Port Elgin, June 17-18, 1967*. Sponsored jointly by Canadian Labour Congress and Ontario Federation of Labour. Toronto, Ontario Federation of Labour, 1967. Pp. 35.

31. MURRAY, MERRIL GARVER. *Should Pensioners receive Unemployment Compensation?* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 42.

Seeks to answer the question whether on not a person receiving a public or private pension should be able to draw unemployment insurance if he is able to work, is seeking a job and cannot find one.

32. QUEBEC (PROVINCE). BUREAU DE LA STATISTIQUE. *Conditions de travail dans les industries du Québec, 1965. Working Conditions in the Industries of the Province of Québec, 1965*. Québec, Ministère de l'Industrie et du Commerce 1967. 4 vols.

Contenu (Contents): pt.1. Heures de travail, et congés statutaires. Hours of Work and Paid Holidays. pt.2. Vacances payées. Vacations with pay. pt.3. Régimes d'assurance-santé et indemnités diverses. Health benefit plans and other benefits. pt.4. Uniformes, conventions collectives et honoraires de clubs et d'associations. Uniforms, collective agreements and club or association membership fees.

33. STRINER, HERBERT E. *1984 and Beyond; the World of Work*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 8.

". . . A slightly revised version of a paper presented . . . before Division 14 of the American Psychological Association at its Seventy-fifth Annual Convention on September 2, 1967, in Washington, D.C."

The author discusses four things that could have a bearing on the world of work in 1984: mobility, work, urbanism, and education for work.

34. U.S. BUREAU OF LABOR STATISTICS. *City Worker's Family Budget for a Moderate Living Standard, Autumn 1966*. Washington GPO, 1967. Pp. 40.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Malaysia and Singapore*. Washington, GPO, 1965. Pp. 105.

36. U.S. DEPARTMENT OF LABOR. *Sheltered Workshop Report of the Secretary of Labor, Together with a Technical Report on Wage Payments to Handicapped Clients in Sheltered Workshops, submitted to the Congress September 1967*. Washington, GPO, 1967. Pp. 252.

37. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Administration of the Welfare and Pension Plans Disclosure Act, Calendar Year 1966*. Washington, 1967. Pp. 24.

Occupations

38. FINE, SIDNEY A. *Guidelines for the Design of New Careers*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 23.

"This paper is an outgrowth of a workshop held for the Model Cities Conference on Manpower Development on June 15, 1967, and conducted by the New Careers Development Center of New York University . . ."

The author suggests matters to be considered in the design of new careers such as "the titling of the job, selection procedures, structuring and specification of the tasks, supervision and performance evaluation, pay and fringe benefits, and training." There is an added suggestion that employers should attempt to turn dead-end jobs into career development jobs.

Railroad Employees

39. EGGERT, GERALD GORDON. *Railroad Labor*

Disputes; the Beginnings of Federal Strike Policy. Ann Arbor University of Michigan Press, 1967. Pp.viii, 313.

A study of railroad labour disputes in the U.S. during the last 25 years of the nineteenth century. The author seeks to show how the government became involved in early strikes, how it dealt with problems arising from the disputes, why the government acted as it did, and how the private interests of policymakers affected the government's role in the strike.

40. RICHARDSON, REED C. *The Locomotive Engineer, 1863-1963; a Century of Railway Labor Relations and Work Rules.* Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan 1963. Pp. 456.

Concerns the origin and development of railway work rules, using the Brotherhood of Locomotive Engineers as a basis for this study.

Wages and Hours

41. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The Behaviour of Canadian Wages and Salaries in the Postwar Period.* Ottawa, Queen's Printer, 1967. Pp. 120.

"A graphic presentation."

Contents of this chart book: Labour income. Distribution of income. Wages, production and productivity. The current picture by industry. The current picture by region and province. Regional wage differences and the influence of employment distribution. Industry trends 1949 to 1965. Manufacturing wage and salary trends, 1949 to 1965. Wages and salaries compared and analyzed. Skill differentials. Professional and executive salaries. Negotiated wage increases.

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Monthly Salary Rates in Hospitals, October 1962. Taux mensuels de salaire dans les hôpitaux, Octobre 1962.* Ottawa, Queen's Printer, 1964; Ottawa, Imprimeur de la Reine, 1964. Pp. 86.

Text in English and French.

43. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *London Weighting in the Non-Industrial Civil Service.* London, HMSO, 1967. Pp. 24.

A non-industrial civil servant working in London receives a "supplement to his pay, which varies according to his salary and according to whether he works in Inner or Outer London." This supplement is known as "London weighting." The Board examined the "principles and considerations which should determine the rates of London weighting."

44. SWEDISH EMPLOYERS' CONFEDERATION. BUREAU OF STATISTICS. *Salary Costs for Employees, International Survey.* Stockholm, 1966. Pp. 76.

"Occupational classification system for salaried employees": p. 58-74.

Title in French: Frais de salaires pour employés et cadres, aperçu international.

A survey of salary costs in ten West European countries and in Canada and the U.S. The material has been adapted to the Swedish occupational classification system for employees.

CONFEDERATION PATRONALE SUEDOISE. BUREAU DES STATISTIQUES. *Frais de salaires pour employés et cadres, aperçu international.* Stockholm, [1966]. Pp. 49.

45. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Incomes in Postwar Europe: a Study of Policies, Growth and Distribution. Economic Survey of Europe in 1965: Part 2.* Geneva, 1967. 1 vol. (various pagings).

46. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-67. Based on the 1957 Standard Industrial Classification as amended by the 1963 Supplement.* Washington, GPO, 1967. Pp. 852.

47. U.S. MARITIME ADMINISTRATION. *Seafaring Wage Rates, Atlantic, Gulf and Pacific Districts, June 1967.* Washington, GPO, 1967. Pp. 156.

"This publication contains monthly seafaring wage rates for licensed ships' officers and unlicensed seamen by labor organization affiliation and by ship types, including hourly overtime and penalty pay rates, employer contribution rates to pension, welfare and vacation funds, and subsistance and lodging allowances."

Women — Employment

48. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Women in the Work Force: Facts and Figures.* Melbourne, 1967. Pp. 33.

49. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Women in the Work Force: Trends in Employment.* [Melbourne?] 1967. Pp. 15.

"The substance of this article first appeared in the December 1965 issue of the Personnel Practice Bulletin under the title 'The Female Work Force in Australia.' "

50. U.S. WOMEN'S BUREAU. *Underutilization of Women Workers.* Washington, GPO, 1967. Pp. 23.

Miscellaneous

51. AUSTRALIA. COMMONWEALTH IMMIGRATION ADVISORY COUNCIL. COMMITTEE ON SOCIAL PATTERNS. *The Departure of Settlers from Australia; Final Report.* Canberra, Dept. of Immigration, 1967. Pp. 67.

Hon. Mr. Justice W. R. Dovey, chairman.

The Committee inquired into the reasons for the return of recent immigrants to their original homeland, and into the number of immigrants departing.

52. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. ECONOMIC ANALYSIS BRANCH. *Population Statistics for Ontario.* August 1967. [Toronto] 1967. Pp. 50.

53. SEMINAR ON PUTTING RESEARCH, EXPERIMENTAL AND DEMONSTRATION FINDINGS TO USE, WASHINGTON, D.C., 1966. *Putting Research, Experimental and Demonstration Findings to Use:* [*Report.* Washington, GPO] 1967. Pp. 71.

"This report of a multiagency seminar held November 28-29, 1966 . . . was prepared by the Human Interaction Research Institute . . . ."

54. SHEPPARD, HAROLD L. *Effects of Family Planning on Poverty in the United States.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 27.

"This paper is a slightly revised version of a report written for the United States Senate Subcommittee on Employment, Manpower, and Poverty, as part of the 1967 study of poverty in America . . . ."

"The purpose of this report is to stimulate serious consideration of (a) the relationship of family planning and size to efforts to reduce poverty in the United States; (b) the possibility that continued high fertility rates among the poor serve as obstacles to movements out of poverty for parents and children alike; (c) the benefits that could be derived from a more effective public program of family planning; and (d) the adequacy of current programs."

55. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Accident Causes in Hotels.* Washington, GPO, 1967. Pp. 90.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	March 23	7,608	+ 0.3	+ 1.6
Employed	March 23	7,120	+ 0.2	+ 0.4
Agriculture	March 23	462	+ 6.0	+ 0.2
Non-agriculture	March 23	6,658	− 0.2	+ 0.5
Paid workers	March 23	6,130	− 0.4	+ 0.3
At work 35 hours or more	March 23	5,693	− 1.0	− 2.5
At work less than 35 hours	March 23	1,062	− 2.6	+ 2.7
Employed but not at work	March 23	365	+36.2	+66.7
Unemployed	March 23	488	+ 1.2	+22.0
Atlantic	March 23	65	− 3.0	+ 1.6
Quebec	March 23	189	+ 5.6	+23.5
Ontario	March 23	133	+ 2.3	+24.3
Prairie	March 23	50	+ 4.2	+47.1
Pacific	March 23	51	−12.1	+21.4
Without work and seeking work	March 23	441	− 0.5	+21.8
On temporary layoff up to 30 days	March 23	47	+20.5	+23.7
INDUSTRIAL EMPLOYMENT (1961 = 100)	December	120.5	− 3.1	+ 0.2
Manufacturing employment (1961 = 100)	December	119.8	− 2.8	− 1.5
IMMIGRATION	Year 1967	222,876	—	+14.4
Destined to the labour force	Year 1967	119,539	—	+20.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	82	+ 7.9	+30.2
No. of workers involved	March	40,746	−17.0	+140.9
Duration in man-days	March	680,530	+15.2	+653.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	December	$102.58	− 2.6	+ 6.9
Average hourly earnings (mfg.)	December	$ 2.50	+ 1.6	+ 8.2
Average hours worked per week (mfg.)	December	38.8	− 4.7	+ 0.8
Average weekly wages (mfg.)	December	$ 96.91	− 3.3	+ 8.6
Consumer price index (1949 = 100)	March	153.2	+ 0.3	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)	December	110.2	− 3.8	+ 3.9
Total labour income (thousands of dollars)	December	2,718	− 2.8	+ 7.3
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	January	280.6	− 2.2	+ 3.2
Manufacturing	January	241.1	− 3.7	+ 1.9
Durables	January	251.8	− 3.9	+ 1.8
Non-durables	January	231.9	− 3.5	+ 2.1
NEW RESIDENTIAL CONSTRUCTION†				
Starts	February	6,591	−14.3	+79.5
Completions	February	9,681	+14.3	+37.4
Under construction	February	78,655	− 3.9	+21.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended March 23, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,608	607	2,146	2,824	1,256	775
Men	5,241	424	1,495	1,919	872	531
Women	2,367	183	651	905	384	244
14-19 years	705	62	199	235	133	76
20-24 years	1,101	106	363	369	169	94
25-44 years	3,309	231	948	1,269	517	344
45-64 years	2,287	190	590	870	398	239
65 years and over	206	18	46	81	39	22
EMPLOYED	7,120	542	1,957	2,691	1,206	724
Men	4,831	366	1,329	1,817	829	490
Women	2,289	176	628	874	377	234
Agriculture	462	21	99	116	201	25
Non-agriculture	6,658	521	1,858	2,575	1,005	699
Paid workers	6,130	474	1,694	2,405	923	634
Men	4,021	315	1,123	1,580	583	420
Women	2,109	159	571	825	340	214
UNEMPLOYED	488	65	189	133	50	51
Men	410	58	166	102	43	41
Women	78	*	23	31	*	10
PERSONS NOT IN LABOUR FORCE	6,543	720	1,930	2,211	1,050	632
Men	1,771	233	515	564	292	167
Women	4,772	487	1,415	1,647	758	465

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended March 23, 1968

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,151	2,346	4,000	1,126	4,118	1,068	1,493
LABOUR FORCE	7,608	705	3,804	894	1,256	743	206
Employed	7,120	621	3,590	775	1,226	715	193
Unemployed	488	84	214	119	30	28	13
NOT IN LABOUR FORCE	6,543	1,641	196	232	2,862	325	1,287
PARTICIPATION RATE†							
1968—March 23	53.8	30.1	95.1	79.4	30.5	69.6	13.8
Feb. 17	53.8	30.8	95.0	78.9	30.3	70.0	13.8
UNEMPLOYMENT RATE‡							
1968—March 23	6.4	11.9	5.6	13.3	2.4	3.8	6.3
Feb. 17	6.4	12.1	5.5	13.5	2.5	3.5	5.4

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended March 23, 1968

	March 1968	Feb. 1968	March 1967
	(in thousands)		
TOTAL UNEMPLOYED	488	482	400
On temporary layoff up to 30 days	47	39	38
Without work and seeking work	441	443	362
Seeking			
Full-time work	423	426	345
Part-time work	18	17	17
Under 1 month	90	99	91
1-3 months	189	222	159
4-6 months	114	79	81
More than 6 months	48	43	31

SOURCE: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will re-appear in July.

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at December 1967, employers in the principal non-agricultural industries reported a total employment of 3,547,355. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November*	124.3	134.5	105.26	123.2	134.5	109.71
December†	120.5	131.1	102.58	119.8	132.1	107.76

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling), manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	113.8	120.0	114.2	84.91	85.96	79.84
Newfoundland	115.7	127.8	117.9	90.93	92.68	84.98
Prince Edward Island	126.2	135.1	120.2	68.81	69.80	66.14
Nova Scotia	111.4	116.1	112.0	81.64	83.55	77.72
New Brunswick	114.4	118.4	113.9	86.48	85.85	80.30
Quebec	116.0	120.8	117.6	101.07	104.19	96.76
Ontario	124.7	127.5	124.0	105.79	108.42	98.85
Prairie Region	118.9	122.3	116.6	96.64	98.88	90.25
Manitoba	112.9	116.6	112.1	92.04	94.33	85.00
Saskatchewan	118.0	122.8	114.2	96.36	98.28	89.69
Alberta	124.3	126.9	121.5	100.30	102.68	94.62
British Columbia	124.1	127.5	122.7	112.21	116.38	105.41
CANADA	120.5	124.3	120.3	102.58	105.26	95.75
URBAN AREAS						
St. John's	140.2	148.3	132.0	78.70	82.36	72.61
Halifax	117.6	118.9	113.3	83.78	86.41	79.24
Sydney	102.9	104.1	100.8	91.14	94.20	94.53
Moncton	120.0	124.9	119.5	79.66	79.82	73.72
Saint John	110.8	111.4	111.9	86.00	84.16	79.04
Chicoutimi	103.1	107.1	108.7	119.53	123.78	118.05
Montreal	119.7	123.7	120.7	101.92	105.04	95.11
Quebec	112.2	118.2	113.8	86.96	90.65	80.85
Shawinigan	95.1	95.4	104.6	102.84	105.79	100.20
Sherbrooke	117.5	118.4	121.3	84.62	87.82	79.74
Trois-Rivières	110.4	115.5	113.9	92.80	98.76	90.39
Ottawa-Hull	125.5	127.9	119.2	94.86	97.44	90.83
Belleville	115.8	117.2	116.4	87.91	91.80	83.09
Brampton	257.6	261.1	244.8	103.87	106.27	98.31
Brantford	129.2	133.2	138.1	98.12	101.13	91.22
Fort William-Port Arthur	121.1	125.4	127.9	100.13	103.62	95.78
Guelph	135.4	137.9	135.9	93.49	97.86	88.23
Hamilton	118.3	121.6	122.9	109.32	110.92	102.70
Kingston	119.7	121.1	124.7	105.22	101.92	101.10
Kitchener	141.4	144.8	142.9	92.11	96.03	83.13
London	121.3	125.1	122.7	96.76	99.23	88.83
Niagara Falls	102.6	108.3	103.9	104.42	101.73	99.45
Oshawa	140.7	141.2	141.6	121.81	128.24	95.75
Peterborough	134.5	137.6	132.3	110.45	111.62	104.29
Sarnia	128.7	130.3	129.0	131.79	134.41	126.54
Sault Ste. Marie	116.0	118.1	111.3	106.23	118.98	94.24
Sudbury	109.1	110.7	103.9	128.10	130.35	129.18
St. Catharines	141.3	147.8	138.8	117.45	116.41	96.47
Timmins	80.2	80.8	88.1	96.04	95.87	93.34
Toronto	126.1	128.9	124.8	105.94	109.00	100.63
Welland	108.3	110.3	111.0	114.35	122.52	107.02
Windsor	153.1	156.3	148.9	122.86	121.33	112.60
Winnipeg	116.6	119.6	117.0	86.19	88.42	79.69
Regina	120.5	121.8	117.1	91.82	92.67	86.68
Saskatoon	141.3	149.1	129.4	91.15	93.71	82.33
Calgary	134.7	138.1	129.8	97.93	102.30	93.15
Edmonton	130.1	133.0	127.3	94.47	96.49	87.25
Vancouver	126.5	128.6	123.6	109.08	111.44	103.42
Victoria	125.9	125.3	128.0	96.90	100.05	90.64

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
	(in thousands)										
CANADA											
Dec. 1967†	63.2	116.5	1,577.2	800.6	776.6	310.0	635.5	978.6	264.1	561.3	4,506.6
Nov. 1967*	74.2	118.8	1,625.6	829.5	796.1	373.0	657.6	975.5	264.8	572.4	4,661.9
Dec. 1966	70.8	113.7	1,596.4	803.6	792.8	324.2	638.4	955.1	246.6	536.1	4,481.4
NEWFOUNDLAND											
Dec. 1967†	3.1	5.4	10.6	8.6	1.9	7.9	15.3	16.5	1.8	6.3	66.8
Nov. 1967*	3.2	5.5	11.8	9.4	2.3	11.1	16.7	16.5	1.8	6.4	73.1
Dec. 1966	3.3	5.6	10.7	8.9	1.8	8.7	14.4	16.0	1.6	6.4	66.8
PRINCE EDWARD ISLAND											
Dec. 1967†	—	—	1.9	1.5	0.4	1.6	3.2	3.8	0.6	1.6	12.8
Nov. 1967*	0.1	—	2.5	2.0	0.5	2.0	3.0	4.0	0.6	1.6	13.8
Dec. 1966	0.1	0.1	2.0	1.5	0.4	1.4	3.1	3.7	0.6	1.5	12.4
NOVA SCOTIA											
Dec. 1967†	1.7	7.2	31.7	16.5	15.1	10.6	20.8	29.9	6.3	12.0	120.1
Nov. 1967*	2.4	7.5	33.6	17.8	15.7	13.2	21.3	30.4	6.3	12.4	127.0
Dec. 1966	1.9	7.5	30.9	16.3	14.6	11.3	23.2	28.7	5.9	11.7	121.2
NEW BRUNSWICK											
Dec. 1967†	7.1	2.4	25.6	15.5	10.0	8.2	22.3	24.3	4.3	9.6	103.7
Nov. 1967*	8.4	2.5	27.3	16.6	10.6	10.1	21.6	24.1	4.3	9.9	108.2
Dec. 1966	7.7	2.2	23.7	15.1	8.6	9.7	22.8	24.0	4.1	9.4	103.5
QUEBEC											
Dec. 1967†	19.9	25.1	489.7	303.1	186.6	66.9	174.8	243.9	73.4	150.9	1,244.7
Nov. 1967*	25.6	26.2	506.0	311.7	194.3	85.6	184.3	242.9	73.5	153.0	1,297.1
Dec. 1966	26.4	25.0	495.0	302.8	192.2	84.7	171.5	243.0	70.8	144.6	1,260.9
ONTARIO											
Dec. 1967†	12.1	33.6	795.3	349.8	444.5	125.4	207.3	388.0	116.0	223.3	1,901.0
Nov. 1967*	12.7	34.5	815.1	362.2	452.9	143.5	213.5	386.3	116.3	227.9	1,949.9
Dec. 1966	12.9	32.7	803.8	350.6	453.2	126.0	208.6	376.5	106.4	209.9	1,876.9
MANITOBA											
Dec. 1967†	0.7	6.1	44.8	25.8	19.0	13.1	43.7	54.1	12.2	27.3	202.1
Nov. 1967*	0.9	6.3	46.5	26.9	19.6	16.7	45.3	54.5	12.2	28.1	210.6
Dec. 1966	1.3	5.2	45.6	26.8	18.7	12.2	45.1	54.0	11.7	26.9	202.0
SASKATCHEWAN											
Dec. 1967†	0.5	5.4	14.7	9.4	5.3	12.6	25.5	38.9	8.2	17.0	122.9
Nov. 1967*	0.5	5.3	15.2	9.7	5.5	16.3	26.7	38.7	8.2	17.7	128.5
Dec. 1966	0.3	5.1	14.0	9.2	4.8	11.7	25.9	37.9	7.7	16.8	119.4
ALBERTA											
Dec. 1967†	1.6	20.0	50.9	25.4	25.5	32.5	47.1	77.6	16.1	46.6	292.3
Nov. 1967*	1.5	19.0	52.4	26.0	26.4	37.7	48.5	77.4	16.1	47.2	299.7
Dec. 1966	1.9	19.4	52.0	25.9	26.1	29.5	48.1	76.3	15.0	43.4	285.6
BRITISH COLUMBIA											
Dec. 1967†	16.4	9.3	111.9	44.8	67.1	30.9	74.4	101.2	25.2	65.9	435.2
Nov. 1967*	18.9	9.7	115.3	47.0	68.3	36.4	75.7	100.4	25.4	67.1	448.9
Dec. 1966	15.0	9.1	118.7	46.5	72.3	28.8	74.8	94.7	22.7	64.7	428.6

†Preliminary. *Revised. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	107.7	109.1	105.1	133.03	133.59	124.94
Metals	103.1	104.4	101.5	133.65	133.37	127.95
Mineral fuels	103.9	104.4	102.3	140.60	139.74	128.71
Non-metals except fuels	112.9	117.0	105.3	122.25	124.19	112.12
Quarries and sand pits	94.7	112.6	103.3	98.53	110.33	94.64
Services incidental to mining	146.7	139.3	137.0	138.15	142.40	126.01
MANUFACTURING	119.8	123.2	121.6	107.76	109.71	99.68
Durable goods	131.0	133.8	134.3	115.42	118.30	105.17
Non-durable goods	110.8	114.6	111.3	100.45	101.61	94.36
Food and beverages	102.6	110.3	102.6	97.86	95.72	90.76
Foods	101.1	109.7	101.7	94.61	92.47	87.76
Beverages	111.8	113.7	108.1	116.24	115.29	108.31
Tobacco processing and products	113.2	116.1	110.3	101.13	103.54	95.98
Rubber products	119.9	124.0	120.5	110.61	114.12	100.10
Leather products	94.4	99.1	98.1	67.63	73.67	63.75
Textile products	118.4	121.2	118.7	89.65	91.17	82.88
Knitting mills	105.5	109.8	110.2	64.08	70.57	60.08
Clothing	105.4	108.2	109.9	61.30	66.64	57.57
Wood products	101.2	103.7	105.1	95.89	100.49	87.72
Furniture and fixtures	124.6	129.6	130.4	83.49	90.71	79.32
Paper and allied industries	116.7	117.1	118.4	125.59	127.92	121.38
Printing, publishing and allied industries	112.9	115.1	111.1	112.64	114.36	108.21
Primary metal industries	121.5	123.2	122.0	129.97	130.60	121.14
Metal fabricating industries	129.2	132.9	133.5	109.12	114.94	100.86
Machinery, except electrical	145.4	147.0	150.7	120.61	123.04	112.11
Transportation equipment	154.3	156.0	154.3	129.45	130.75	111.60
Electrical products	142.8	145.8	147.9	109.89	111.70	100.73
Non-metallic mineral products	113.0	119.4	119.1	110.60	115.67	105.94
Petroleum and coal products	101.0	101.7	98.4	162.68	162.06	150.57
Chemicals and chemical products	117.5	118.8	116.0	124.37	123.94	117.42
Miscellaneous manufacturing industries	131.7	136.0	129.1	92.39	95.10	87.50
CONSTRUCTION	104.1	125.5	115.2	114.18	134.62	109.45
Building	113.2	131.7	122.4	110.57	133.28	106.98
Engineering	88.3	114.9	101.1	122.15	137.29	114.37
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.2	111.8	107.3	115.84	116.42	107.32
Transportation	103.6	108.5	103.6	112.94	114.75	106.82
Storage	114.9	117.6	113.7	101.74	103.22	96.78
Communication	118.0	118.8	117.1	113.96	111.98	101.55
TRADE	134.3	132.9	130.7	81.42	81.24	76.86
Wholesale trade	120.4	122.6	119.0	102.95	102.46	96.76
Retail trade	142.0	138.7	137.3	71.30	70.85	67.16
FINANCE, INSURANCE AND REAL ESTATE	128.4	128.7	121.9	100.43	99.73	94.67
Financial institutions	131.2	131.4	125.7	97.83	96.88	92.54
Insurance and real estate	124.6	125.0	116.6	104.11	103.74	97.89
SERVICE	148.9	153.0	139.4	76.54	77.09	71.91
Recreational services	126.2	129.4	116.2	68.45	67.21	60.93
Business services	163.1	167.6	162.2	120.36	119.16	110.20
Personal services	138.5	141.9	129.7	55.95	56.10	54.03
Miscellaneous services	178.7	185.3	156.8	80.94	85.22	75.76
INDUSTRIAL COMPOSITE	120.5	124.3	120.3	102.58	105.26	95.97

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.1	42.4	42.0	2.97	2.92	2.75	122.05	123.81	115.45
Metals	41.1	41.6	42.3	3.09	3.06	2.89	126.85	127.23	122.23
Mineral fuels	43.0	44.1	44.7	2.48	2.42	2.27	106.66	106.82	101.21
Non-metals, except fuels	41.7	43.3	40.4	2.76	2.76	2.51	114.91	119.44	101.34
Quarries and sand pits	38.5	46.7	41.1	2.34	2.30	2.16	90.19	107.46	88.76
Services incidental to mining	39.1	42.4	39.0	3.34	3.23	3.06	130.63	136.86	119.01
MANUFACTURING	38.8	40.7	38.5	2.50	2.46	2.31	96.91	100.18	89.24
Durable goods	39.7	41.5	38.7	2.67	2.65	2.47	105.97	110.05	95.46
Non-durable goods	38.0	40.0	38.4	2.31	2.26	2.15	87.72	90.34	82.76
Food and beverages	38.5	39.3	38.9	2.26	2.17	2.07	86.86	85.46	80.60
Foods	38.2	39.1	38.7	2.20	2.11	2.01	84.04	82.58	77.80
Beverages	40.5	40.8	40.8	2.63	2.63	2.47	106.65	107.38	100.84
Tobacco processing and products	35.2	38.4	36.7	2.52	2.41	2.34	88.75	92.55	85.98
Rubber products	39.9	42.2	38.1	2.53	2.55	2.37	101.16	107.46	90.28
Leather products	35.5	40.2	35.8	1.70	1.68	1.60	60.23	67.76	57.25
Textile products	39.7	41.7	39.9	1.97	1.93	1.81	78.24	80.66	72.25
Miscellaneous textiles	36.9	40.2	36.8	2.05	2.03	1.65	75.78	81.74	60.85
Knitting mills	36.4	41.6	36.5	1.50	1.51	1.42	54.68	62.69	51.90
Clothing	33.0	36.9	33.2	1.63	1.62	1.52	53.83	59.89	50.57
Wood products	38.0	40.7	38.0	2.38	2.36	2.17	90.74	95.94	82.48
Furniture and fixtures	38.2	42.8	39.5	1.96	1.96	1.82	74.98	83.89	71.84
Paper and allied industries	39.9	41.2	41.4	2.92	2.91	2.75	116.35	119.75	113.63
Pulp and Paper mills	40.8	41.2	42.4	3.17	3.19	3.00	129.54	131.49	127.26
Printing, publishing and allied industries	37.0	38.5	37.7	2.89	2.90	2.75	107.08	111.55	103.64
Primary metal industries	40.0	40.3	39.5	3.07	3.03	2.88	122.72	122.02	113.70
Iron and steel mills	39.3	39.2	37.3	3.16	3.15	3.00	124.38	123.66	111.95
Metal fabricating industries	38.6	41.3	38.3	2.57	2.60	2.40	99.16	107.63	92.00
Machinery, except electrical	39.2	41.1	39.7	2.77	2.77	2.57	108.56	113.74	101.80
Transportation equipment	42.0	42.5	37.7	2.89	2.90	2.67	121.28	123.19	100.89
Aircraft and parts	40.9	43.0	39.2	2.81	2.86	2.61	115.11	122.86	102.19
Motor vehicles	43.1	42.6	37.4	2.99	3.00	2.77	128.68	127.82	103.55
Assembling	44.1	43.7	38.3	3.12	3.17	2.97	137.77	138.44	113.72
Parts and accessories	42.6	41.8	36.7	2.91	2.89	2.61	124.22	120.76	95.80
Shipbuilding and repairing	38.8	41.2	34.7	2.79	2.79	2.56	108.34	115.00	88.88
Electrical products	39.0	40.8	38.1	2.40	2.39	2.23	93.80	97.70	85.04
Communications equipment	38.8	40.5	37.1	2.29	2.28	2.17	89.00	92.37	80.27
Non-metallic mineral products	39.8	43.1	41.2	2.57	2.55	2.38	102.21	110.00	98.10
Petroleum and coal products	43.3	43.3	42.1	3.47	3.49	3.26	150.24	151.07	137.06
Chemical and chemical products	40.4	40.8	40.7	2.68	2.65	2.51	108.38	108.27	102.10
Miscellaneous manufacturing industries	38.3	40.9	38.9	2.01	1.99	1.88	76.99	81.30	72.96
CONSTRUCTION	33.6	41.6	35.0	3.17	3.19	2.95	106.40	132.93	103.13
Building	31.5	40.1	33.8	3.27	3.29	3.00	102.95	131.93	101.30
General contractors	31.7	39.9	33.4	3.15	3.14	2.90	99.82	125.47	96.77
Special trade contractors	31.4	40.3	34.0	3.36	3.41	3.09	105.53	137.42	105.26
Engineering	38.3	44.6	37.9	2.98	3.02	2.84	114.18	134.92	107.57
Highways, bridges and streets	38.8	44.3	37.7	2.45	2.51	2.31	95.08	110.95	87.15
Other engineering	37.8	45.0	38.3	3.48	3.53	3.18	131.64	158.80	120.85
OTHER INDUSTRIES									
Urban transit	41.1	41.1	44.7	3.09	3.05	2.76	126.89	125.27	123.62
Highway and bridge maintenance	38.8	38.5	40.5	2.38	2.29	2.13	92.44	88.31	86.09
Laundries, cleaners and pressers	37.7	38.9	37.9	1.44	1.43	1.35	54.10	55.66	51.10
Hotels, restaurants and taverns	33.1	33.4	34.3	1.45	1.43	1.35	47.94	47.94	46.28

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-002).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1966—December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November*	40.7	2.46	100.18	134.6	114.5
December†	38.8	2.50	96.91	130.2	110.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
				$	$	$
Newfoundland	37.0	38.7	35.9	2.43	2.15	2.18
Nova Scotia	37.1	39.5	37.8	2.01	1.96	1.93
New Brunswick	40.9	41.2	40.4	2.10	2.03	1.99
Quebec	39.1	41.6	39.2	2.24	2.21	2.08
Ontario	39.1	40.8	38.5	2.61	2.58	2.42
Manitoba	38.0	39.8	37.7	2.21	2.19	2.04
Saskatchewan	39.3	40.0	38.9	2.62	2.57	2.39
Alberta	38.0	39.3	38.7	2.54	2.51	2.36
British Columbia	36.7	37.8	36.5	3.14	3.13	2.90

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—December	4,937,000	4,435,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, January 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	119,623	3,224,351
Prince Edward Island	22,514	571,762
Nova Scotia	92,896	2,315,791
New Brunswick	107,637	2,775,303
Quebec	636,139	17,166,483
Ontario	487,841	12,773,755
Manitoba	72,927	1,935,835
Saskatchewan	56,303	1,503,276
Alberta	71,275	1,930,816
British Columbia	237,354	6,567,333
Total, Canada, Jan. 1968	1,904,509	50,764,705
Total, Canada, Dec. 1967	1,018,912	26,580,682
Total, Canada, Jan. 1967	1,594,088	41,382,511

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, January 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	11,672	9,930	1,742	13,586	11,051	2,535	3,387
Prince Edward Island	2,222	1,900	322	2,295	1,985	310	922
Nova Scotia	18,167	15,137	3,030	18,547	16,173	2,374	4,381
New Brunswick	14,124	11,219	2,905	15,478	12,900	2,578	4,394
Quebec	88,778	66,815	21,963	92,577	70,982	21,595	29,562
Ontario	95,132	70,425	24,707	89,810	69,803	20,007	28,649
Manitoba	11,102	9,183	1,919	12,341	8,665	3,676	2,757
Saskatchewan	9,600	8,239	1,361	10,122	8,279	1,843	2,724
Alberta	12,699	10,398	2,301	12,811	10,108	2,703	3,566
British Columbia	32,347	24,820	7,527	34,417	27,861	6,556	8,429
Total, Canada, Jan. 1968	295,843*	228,006	67,777	301,984†	237,807	64,177	88,771
Total, Canada, Dec. 1967	270,577	204,364	66,213	254,954	204,765	50,189	94,912
Total, Canada, Jan. 1967	254,365	200,682	53,683	270,749	215,984	54,765	73,589

*In addition, revised claims received numbered 55,579.

†In addition, 51,882 revised claims were disposed of. Of these, 5,161 were special requests not granted and 1,673 were appeals by claimants. There were 13,094 revised claims pending at the end of the month.

ABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 31, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Dec. 29 1967	Jan. 31 1967
ANADA	633,292	281,235	251,895	65,912	34,250	501,523	531,926
Male	468,391	220,234	193,178	38,071	16,908	359,288	394,757
Female	164,901	61,001	58,717	27,841	17,342	142,235	137,169
EWFOUNDLAND	34,198	13,419	17,905	2,272	602	26,590	33,509
Male	31,031	12,265	16,740	1,660	366	24,084	30,727
Female	3,167	1,154	1,165	612	236	2,506	2,782
RINCE EDWARD ISLAND	7,235	3,064	3,679	307	185	5,036	6,495
Male	5,376	2,340	2,844	118	74	3,881	5,157
Female	1,859	724	835	189	111	1,155	1,338
OVA SCOTIA	35,372	16,878	13,975	2,773	1,746	23,438	34,411
Male	28,694	14,354	11,451	1,829	1,060	18,500	28,654
Female	6,678	2,524	2,524	944	686	4,938	5,757
EW BRUNSWICK	33,585	13,789	15,964	2,431	1,401	25,243	31,335
Male	26,828	11,731	12,849	1,365	883	19,558	24,781
Female	6,757	2,058	3,115	1,066	518	5,685	6,554
UEBEC	193,211	86,361	75,841	21,074	9,935	160,514	154,402
Male	147,624	70,982	59,071	12,656	4,915	117,094	115,296
Female	45,587	15,379	16,770	8,418	5,020	43,420	39,106
NTARIO	184,037	87,277	63,823	20,592	12,345	141,491	153,918
Male	119,803	62,667	41,813	10,000	5,323	85,974	102,500
Female	64,234	24,610	22,010	10,592	7,022	55,517	51,418
ANITOBA	25,415	11,084	11,372	2,059	900	20,493	17,996
Male	19,253	8,358	9,322	1,137	436	15,714	13,631
Female	6,162	2,726	2,050	922	464	4,779	4,365
ASKATCHEWAN	20,201	8,597	9,662	1,258	684	14,557	16,068
Male	16,106	6,927	8,340	605	234	11,643	12,448
Female	4,095	1,670	1,322	653	450	2,914	3,620
LBERTA	25,729	12,105	10,399	2,119	1,106	20,300	21,010
Male	19,554	9,454	8,440	1,163	497	15,377	15,621
Female	6,175	2,651	1,959	956	609	4,923	5,389
RITISH COLUMBIA	74,309	28,661	29,275	11,027	5,346	63,861	62,782
Male	54,122	21,156	22,308	7,538	3,120	47,463	45,942
Female	20,187	7,505	6,967	3,489	2,226	16,398	16,840

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of March 1968

	All Items									
	March 1968	*February 1968*	*March 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	132.6	132.1	127.8	128.3	123.2	132.2	128.8	190.8	158.0	126.2
Halifax	144.5	144.8	139.6	141.8	141.3	143.9	146.4	189.1	193.4	140.2
Saint John	148.3	147.9	143.5	146.6	140.8	145.7	158.3	214.5	179.5	139.6
Montreal	150.9	151,1	145.3	155.5	146.0	126.8	184.1	198.6	174.6	137.9
Ottawa	152.5	151.9	145.3	152.8	145.9	139.4	177.0	205.8	167.7	150.2
Toronto	154.7	153.8	148.4	146.0	155.9	143.4	159.9	190.3	216.2	148.9
Winnipeg	148.7	148.8	141.1	148.6	137.0	148.1	151.5	209.1	169.7	154.3
Saskatoon-Regina	143.9	142.9	137.6	145.3	136.5	149.3	147.6	168.3	168.5	140.1
Edmonton-Calgary	143.7	143.8	136.9	138.7	139.2	145.0	147.5	201.4	166.3	132.0
Vancouver	147.8	147.5	141.2	145.8	148.7	138.6	156.8	178.7	164.5	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963–68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53

*Preliminary.

TABLE G-2—Strikes and Lockouts, March 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	—	—	—
Manufacturing	59	40,248	671,930
Construction	9	193	1,970
Transportation and utilities	2	275	830
Trade	4	141	1,710
Finance	—	—	—
Service	5	110	1,760
Public administration	4	329	3,980
ALL INDUSTRIES	83	41,296	682,180

TABLE G-3—Strikes and Lockouts, March 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	15	320
Prince Edward Island	—	—	—
Nova Scotia	3	83	890
New Brunswick	1	2	10
Quebec	19	4,024	63,140
Ontario	41	30,746	523,190
Manitoba	2	739	5,350
Saskatchewan	—	—	—
Alberta	4	273	1,880
British Columbia	12	5,414	87,400
Federal	—	—	—
ALL JURISDICTIONS	83	41,296	682,180

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
MANUFACTURING						
Rubber						
Firestone Tire & Rubber Co., Lindsay, Ont.	Rubber Workers Loc. 799 (AFL-CIO/CLC)	200	800	800	Mar. 18 Mar. 25	Disciplinary suspension of 16 workers—Return of workers pending review of grievances.
Leather						
The L. McBrine Co. Limited, Kitchener, Ont.	Packinghouse Workers Loc. 483 (AFL-CIO/CLC)	101	350	350	Mar. 5 Mar. 11	Decrease in piece-work rates— Return of workers pending further negotiations.
Grand'Mère Shoe Co. Ltd., Grand'Mère, Que.	Clothing Workers' Federation (CNTU)	325	2,930	2,930	Mar. 15 Mar. 28	Wages, hours, management rights —Return of workers settlement terms not reported.
Clothing						
Biltmore Hats Ltd., Guelph, Ont.	Hatters Loc. 82 (AFL-CIO/CLC)	181	3,800	5,520	Feb. 16 —	Wages—
Wood						
Several lumber, companies, Various locations, British Columbia	Woodworkers various locals (AFL-CIO/CLC)	3,668	77,030	485,460	Oct. 4 —	Wages—
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	180	3,780	8,280	Jan. 25 —	Wages—
MacMillan Bloedel Ltd., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	900	4,500	4,500	Feb. 29 Mar. 7	In protest over suspension of two workers—Return of workers pending investigation.
B.C. Forest Products, Hammond, B.C.	Woodworkers Loc. 1-367 (AFL-CIO/CLC)	541	2,160	2,160	Mar. 26 —	Presence of efficiency experts—
Furniture and Fixtures						
Sklar Division-Stancor Ltd., Whitby, Ont.	Upholsterers Loc. 50 (AFL-CIO/CLC)	480	480	480	Mar. 7 Mar . 8	Dissatisfaction over new contract —Return of workers.
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	387,020	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Metal Fabricating						
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	8,550	35,410	Nov. 25 —	Wages—
Aluminum Goods Limited, Toronto, Ont.	Steelworkers Loc. 2858 (AFL-CIO/CLC)	278	2,780	2,780	Mar. 16 —	Wages—
Machinery						
Beloit Sorel Ltd., St-Joseph-de-Sorel, Que.	Metal Trades' Federation, (CNTU)	317	1,590	1,590	Mar. 4 Mar. 11	Disagreement between company and union over some clauses in a new agreement—50½¢ an hr. increase over a 3-yr. period.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
Transportation Equipment						
General Motors of Canada Ltd. and subsidiaries, Various locations, Ont.	Auto Workers various locals (AFL-CIO/CLC)	23,626	472,520	831,830	Feb. 7 Mar. 29	Wages, working conditions—Return of workers.
General Motors of Canada Ltd., Ste Thérèse Ouest, Que.	Auto Workers Loc. 1163 (AFL-CIO/CLC)	1,848	36,960	64,680	Feb. 9 Mar. 29	Wages, working conditions Return of workers.
Canadian Acme Screw and Gear Ltd., Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	1,242	11,180	24,320	Feb. 15 Mar. 14	Wages, hours—Wage increases ranging from 33¢ to 63¢ an hr. depending on classification this spread over 33 mo. contract.
Bristol Aerospace, Winnipeg, Man.	Machinists Loc. 741 (AFL-CIO/CLC)	694	5,210	11,110	Feb. 19 Mar. 12	Delayed negotiations in a new contract—Wage increases from 8¢ to 26¢ per hr. eff. Feb. 1, 1968; overtime in excess of 16 hrs. a week paid double time, improved vacations, and other benefits.
Canadian Car, Fort William Division, Hawker Siddeley Canada Limited, Fort William, Ont.	Auto Workers Loc. 1075 (AFL-CIO/CLC)	675	680	1,020	Feb. 29 Mar. 4	Safety conditions—Return of workers pending further negotiations.
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	2,750	2,750	Mar. 18 —	Wages—
Eaton Springs Canada Limited, Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	350	530	530	Mar. 21 Mar. 24	Suspension of eight workers—Return of workers.
Canadian Motor Lamp Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	150	850	850	Mar. 22 —	Wages, benefits, master agreement.
Electrical Products						
Moffats Limited, Weston, Ont.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	550	1,650	1,650	Mar. 1 Mar. 6	Grievance procedures—Return of workers on instruction of union.
The Prestolite Company, Point Edward, Ont.	Auto Workers Loc. 456 (AFL-CIO/CLC)	363	1,450	1,450	Mar. 16 Mar. 22	Wages, fringe benefits—Wage increases varying for production workers and skilled tradesmen.
Non-Metallic Mineral Products						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,210	3,350	Feb. 15 —	Wages—
Canada Sand Papers Ltd., Plattsville, Ont.	Chemical Workers Loc. 652 (AFL-CIO/CLC)	154	3,230	4,120	Feb. 22 —	Wages—
Chemical Products						
Western Co-Operative Fertilizers Ltd., Calgary, Alta.	Oil Workers Loc. 9-666 (AFL-CIO/CLC)	181	870	870	Mar. 13 Mar. 20	Change in job classification—Return of workers pending discussions.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1968 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			March	*Accumulated*		
Miscellaneous Manufacturing						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (AFL-CIO/CLC)	833	830	18,050	Feb. 1 Mar. 4	Delay in signing new agreement—11% wage increase across the board eff. Mar. 6, 1968, 6½% increase Dec. 1, 1968; other benefits.
TRANSPORTATION AND UTILITIES						
Transportation						
B.C. Ferry Authority, Vancouver, B.C.	Merchant Service Guild Loc. 2 (CLC) and British Columbia Government Employees' Association	1,080	10,800	10,800	Feb. 16 Mar. 1	Protesting lay-off of 160 workers—Return of workers when 160 workers rehired.
Five trucking firms, Various locations, Que.	CNTU—directly chartered	275	830	830	Mar. 4 Mar. 7	Wages, hours, working conditions—Wage increases, other improvements.
TRADE						
Essex County Lumber Dealers Association, Windsor and area, Ont.	Carpenters Loc. 494 (AFL-CIO/CLC) and Teamsters Loc. 880 (Ind.)	105	950	1,370	Feb. 26 Mar. 14	Wages—60¢ an hr. increase over a 3-yr. agreement; other improved benefits.
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	2,270	4,320	Feb. 5 —	Wages—